



ELSIE INITIATIVE FUND

4TH PROGRAMMING ROUND

MOWIP BARRIER ASSESSMENT BRIEF

16 OCTOBER 2025

8:30 AM - 10:00 AM EDT | 15:00 - 16:30 CEST

ENGLISH | FRENCH | SPANISH | ARABIC





Agenda

Time	Event	Speakers
08:30-08:35	Introduction	Ms. Deborah Warren-Smith, EIF Manager
08:35-09:15	MOWIP methodology <ul style="list-style-type: none"> - 10 issue areas and data collection tool - Partnership Models - Lessons learned 	<ul style="list-style-type: none"> - Ms Riina Allinen, Senior Project Officer - Gender and Security, Geneva Centre for Security Sector Governance (DCAF) - Dr. DeAnne Roark, Postdoctoral Associate, Cornell University Gender and Security Sector (GSS) Lab
09:15-09:35	MOWIP conduct - Insights and Lessons	Republic of Liberia - Armed Forces of Liberia (AFL) and UN Women <ul style="list-style-type: none"> - Lieutenant Colonel Hawa Kamara, Assistant Chief of Staff for Communication, AFL - Mr. Kofi Ireland, Programme Analyst, UN Women Liberia - Colonel Khadessa Sy, Head of Gender Division
09:35-09:55	Q&A	EIF, DCAF and Cornell GSS Lab
09:55-10:00	Closing Remarks	Ms Deborah Warren-Smith , EIF Manager



MOWIP Brief: T/PCCs

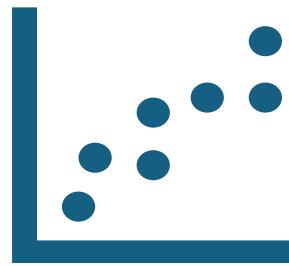
Thu 16 October 2025

Gender and Security Sector (GSS) Lab: Dr. DeAnne Roark, Postdoctoral Associate
DCAF: Riina Allinen, Senior Project Officer





Why MOWIP?



Robust evidence

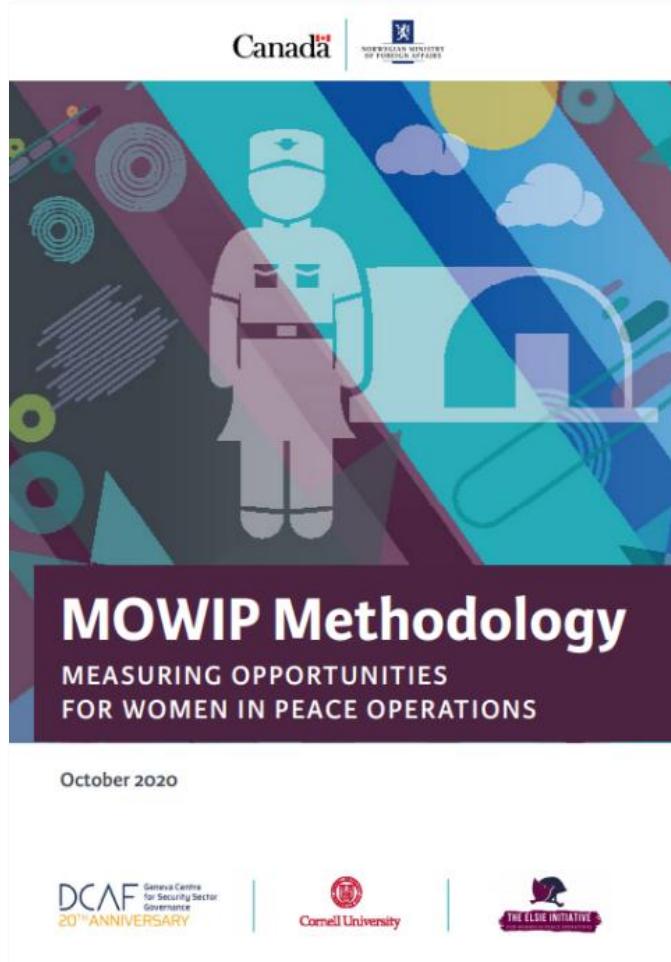


Tool to enhance force generation



Highlights good practices to international community

Measuring Opportunities for Women in Peace Operations (MOWIP) Methodology



- ❖ A rigorous and innovative assessment tool.
- ❖ A systematic and comprehensive framework for identifying a security institution's existing good practices and possible improvements.
- ❖ **The Methodology has been implemented in 16 countries and produced 22 MOWIP reports.**
- ❖ Wealth of lessons learned and support available to complete the assessment.



10 Issue Areas

Gender roles



Eligible pool



Deployment criteria



Deployment selection



Household constraints



Peace operations infrastructure



Peace operations experiences



Career value



Top-down leadership

Social exclusion

Data collection tools





MOWIP data collection tools

Fact-finding Form

Interviews

Survey

- **Qualitative and quantitative facts about police or military institution**
- 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.



MOWIP data collection tools

Fact-finding Form

Interviews

Survey

- **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

Fact-finding Form

Interviews

Survey

- **380 anonymous individual surveys of current military / police / gendarmerie staff**
- 190 women, 190 men; balance of those who have / have not deployed.
- Survey questions adapted, localised and translated in accordance with institutional structures, social norms and research questions;
- Team of enumerators trained and survey piloted;
- Conducted one-on-one in a private setting;
- Enumerators record responses in secure app or online platform, e.g., Qualtrics.

Validation of draft MOWIP report



Focus Groups & Validation Workshop

- **Focus group: current women military/police/gendarmerie personnel**
- **Validation workshop: high level leaders from military/police/gendarmerie**

Purpose:

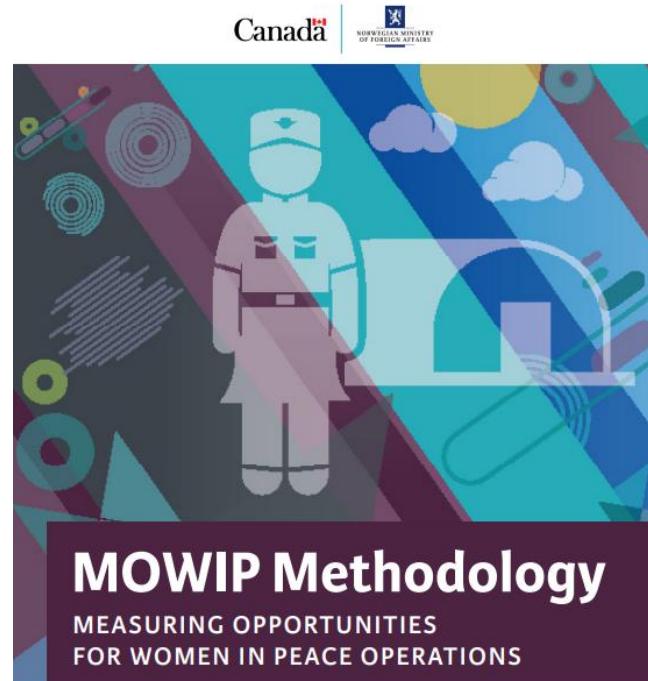
- 1) Validate report findings among different stakeholders;
- 2) Foster discussion about key findings;
- 3) Create buy-in for report and recommendations.

Action Plan:

- Line by line review of report findings;
- Collect feedback and edits for final report;
- Develop consensus on recommendations.



Online resources



October 2020

DCAF
20th ANNIVERSARY

Cornell University

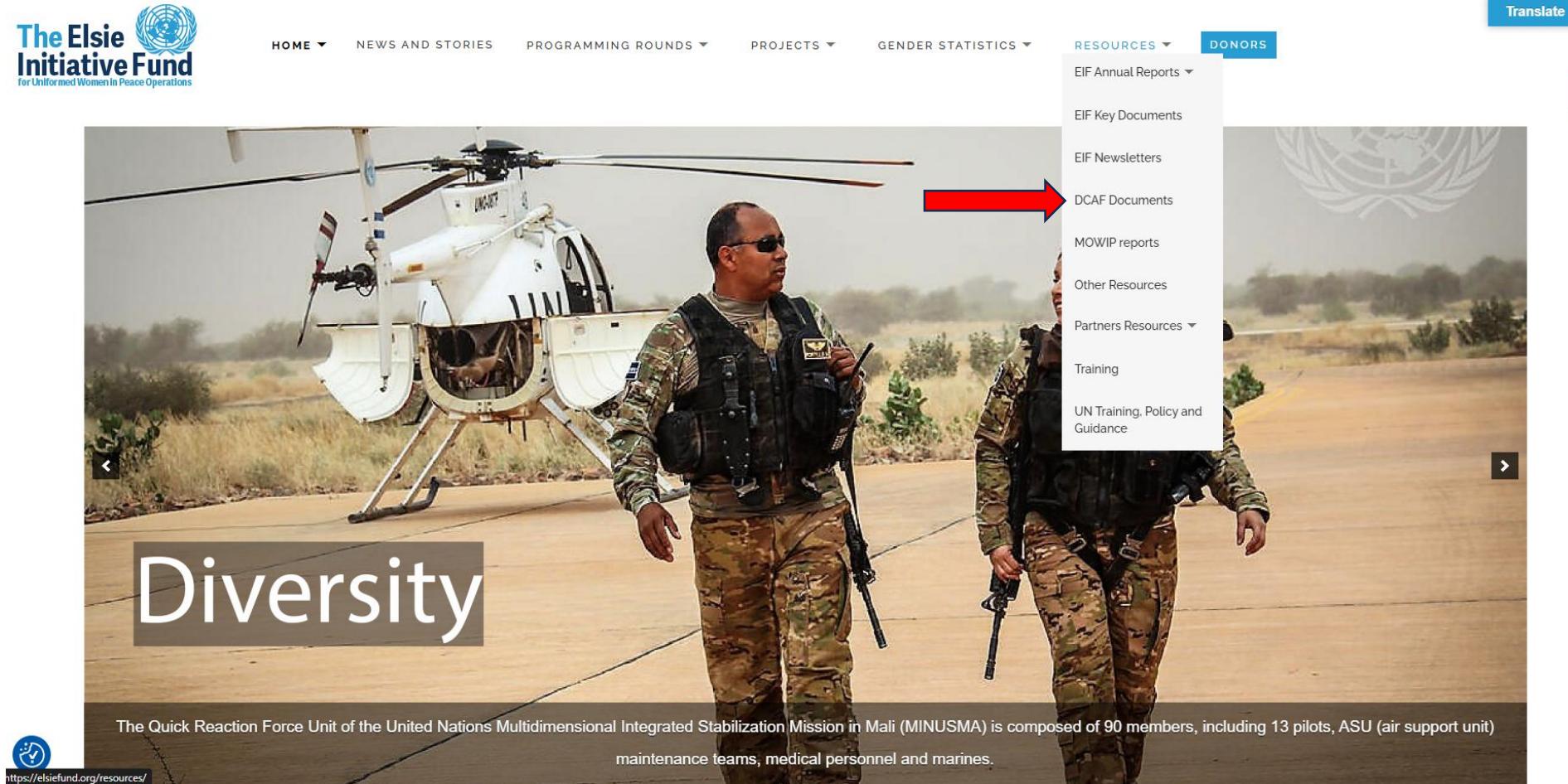
THE ELSIE INITIATIVE

dcaf.ch/mowip-methodology

- **Section 1: Aims and benefits**
- **Section 2: Overview**
- **Section 3: Conducting a MOWIP**
- **Section 4: Analyzing data**
- **Section 5: Drafting a report**



Finding MOWIP resources on EIF's website



The Elsie Initiative Fund for Uniformed Women in Peace Operations

HOME ▾ NEWS AND STORIES PROGRAMMING ROUNDS ▾ PROJECTS ▾ GENDER STATISTICS ▾ RESOURCES ▾ DONORS

Translate »

EIF Annual Reports

EIF Key Documents

EIF Newsletters

DCAF Documents

MOWIP reports

Other Resources

Partners Resources ▾

Training

UN Training, Policy and Guidance

Diversity

The Quick Reaction Force Unit of the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) is composed of 90 members, including 13 pilots, ASU (air support unit) maintenance teams, medical personnel and marines.

<https://elsiefund.org/resources/>



Finding MOWIP resources on EIF's website

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



Finding MOWIP resources on EIF's website

DCAF Webinars and Presentations	Language	Date
Overview – Implementing the Measuring Opportunities for Women in Peace Operations (MOWIP) Methodology	English	March 2021
Webinar – Measuring Opportunities for Women in Peace Operations (MOWIP) Methodology	English	March 2024



DCAF's MOWIP Toolbox

MOWIP TOOLBOX

OVERVIEW

The Measuring Opportunities for Women In Peace Operations (MOWIP) Toolbox provides all data collection tools, templates and explainers necessary for conducting a MOWIP assessment, using the **MOWIP Methodology**. All data collection tools, templates, and explainers referred to in the **MOWIP Methodology** are downloadable on this webpage.

dcaf.ch/mowip



DATA COLLECTION TOOLS



TEMPLATES



EXPLAINERS



MOWIP Explainers



EXPLAINERS

- Explainer 1 - Implementation partnership models and access to the Cornell GSS Lab and DCAF MOWIP Helpdesk support [English](#) - [French](#) - [Spanish](#)
- Explainer 2 - How to use iSurvey [English](#) - [French](#) - [Spanish](#)
- Explainer 3 - Asking sensitive questions [English](#) - [French](#)
- Explainer 4 - Indicator Form [English](#) - [French](#) - [Spanish](#)
- Explainer 5 - Survey Implementation [English](#) - [French](#) - [Spanish](#)
- Explainer 6 - Developing effective recommendations based on MOWIP findings [English](#) - [French](#) - [Spanish](#)
- Explainer 7 - Applying for MOWIP project funding support through the Elsie Initiative Fund [English](#) - [French](#) - [Spanish](#)



Partnership models for completing the MOWIP





Partnership Models

A

Cornell GSS Lab helps with the entire process

- National assessment partner collects data
- GSS Lab provides training and oversight at all stages
- Secure data storage
- Optional Data Use Agreement
- DCAF helpdesk support

B

Cornell GSS Lab consults on survey

- National assessment partner collects data
- GSS Lab provides training and data processing of survey only
- Secure data storage
- Data Use Agreement
- DCAF helpdesk support

C

National university or research institute conducts entire process

- National assessment partner collects data
- No support from GSS Lab
- DCAF helpdesk support

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.



DCAF MOWIP Helpdesk offer

- All the necessary **documentation** – available at www.dcaf.ch/mowip
- Review of **application documents**.
- Guidance on the **selection** of assessment partners, enumerators, and the **composition** of working groups within the security institution.
- **Lessons learned** and **best practices** for solving any bottlenecks in the implementation of the MOWIP.
- **Training** and **communication** materials to TPCCs and assessment partners on certain topics.



DCAF MOWIP Helpdesk cannot

- provide funds to TPCCs;
- answer questions related to the EIF budget and reporting requirements;
- answer questions related to the details of data collection tools, processing or validation of data;
- take on project management responsibilities; or
- write a project proposal or draft a MOWIP report.

DCAF MOWIP Helpdesk or Cornell GSS Lab?



elsie@dcaf.ch

- Review MOWIP sections of Elsie Fund applications
- Guide TPCCs on choosing partners and contracting
- Mentor and troubleshoot
- Train local research teams



gsslab@cornell.edu

- Independent research organization
- Provide technical assistance for MOWIP methodology
- Ensure quality and ethical compliance
- Train local research teams
- Offer secure data storage options



Canada

DCAF Geneva Centre
for Security Sector
Governance



Lessons learned



Lessons learned (1/3)

1. Get acquainted with the MOWIP methodology.
2. Ensure strong senior-level commitment within the security institution.
3. Choose the assessment team carefully (= project management and research team).



Lessons learned (2/3)

4. Ensure a **clear division of roles** between the security institution, national researchers, and international partners.
5. **Engage** early with ministries and the security institution.
6. **Train** enumerators well and plan upfront.



Lessons learned (3/3)

7. Translate findings into **actionable reforms** to draft institution-specific recommendations.
8. Consider **launching results publicly** to drive accountability and momentum.
9. Maintain mutual and close **collaboration** between GSS Lab and local research teams.
10. MOWIP findings can directly **inform implementation of the national WPS agenda**.



Thank you!

Gender and Security Sector Lab

- 👉 Find out more via QR code!
- 👉 Contact gsslab@cornell.edu
- 👉 See our Linktree: <https://linktr.ee/gsslab>



DCAF's MOWIP Helpdesk

- 👉 Find out more at dcaf.ch/mowip
- 👉 Contact elsie@dcaf.ch
- 👉 Sign up to quarterly newsletter via QR code!





- Read and understand the [MOWIP methodology](#) in detail including how the different activities fit together
- Ensure you have a strong logistics plan to conduct visits to all regional and national military / police 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
- Require qualified and experienced Project Manager to manage and oversee the process
- Allow 9-12 months to conduct the MOWIP
- Early Buy-in from Senior leadership is vital – take the time to get permissions at the highest levels and for each of the garrisons.
- Detailed planning / preparation for the [validation workshop](#), where results are briefed to the hierarchy, is vital

EIF supported projects and activities

Since inception, the EIF has funded 27 projects

- 26 security institutions
- 16 T/PCCs
- 3 United Nations mission

Activities include:

- support to develop gender-sensitive frameworks and anti-SEA policies
- Gender training for men and women
- policy development: recruitment, retention, deployment, training, and career advancement of women
- Leadership and mentoring programs
- gender-sensitive accommodation and facilities



[Bangladesh Armed Forces](#)



[Cambodia Armed Forces](#)



[Côte d'Ivoire Police](#)



[Ghana Armed Forces](#)



[Jordan – Public Security Directorate](#)



[Liberia Armed Forces](#)



[Mexico – SEDENA, SEMAR and SSPC](#)



[MINUSMA](#)



[Niger Armed Forces and Police](#)



[Sénégal Armed Forces](#)
[Sénégal National Gendarmerie](#)



[Sierra Leone Armed Forces](#)
[Sierra Leone Police](#)



[Togo Armed Forces](#)
[Togo Police](#)



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[Zambia Police Service](#)



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