



# MOWIP Brief: T/PCCs

3 June 2026

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# Why MOWIP?



**Robust evidence**

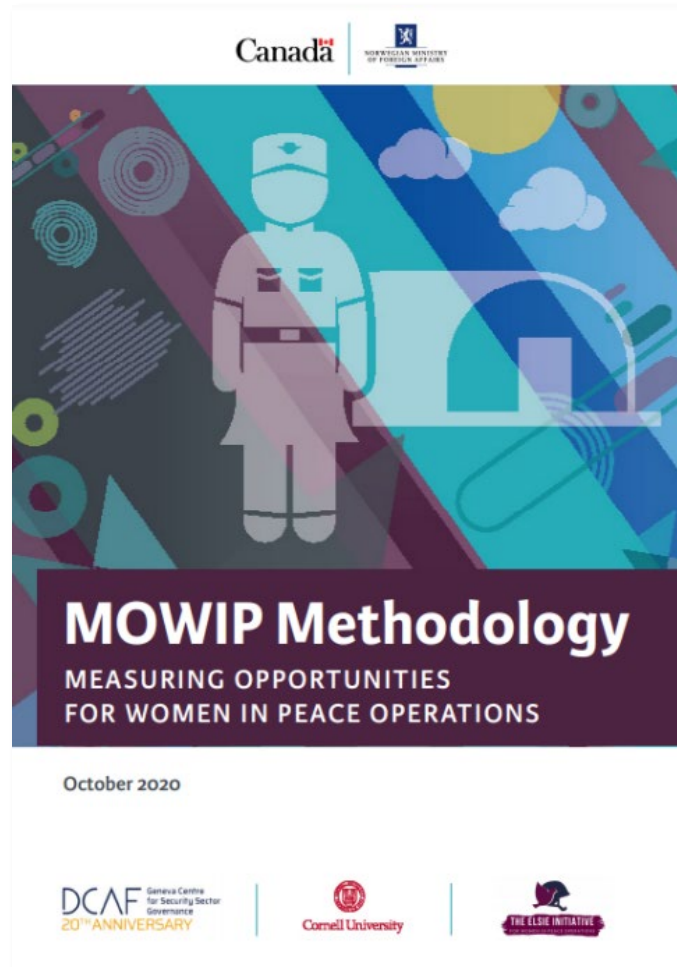


**Tool to enhance force  
generation**



**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

- **20-40 current women military/police/gendarmerie personnel**
- **All-female enumeration/note-taking team**

### **Purpose:**

- 1) Foster discussion about key findings;
- 2) Gain insight from women on report recommendations.

### **Action Plan:**

- Occurs prior to validation of report with senior leaders
- Collect feedback and edits for final report;
- Develop consensus on recommendations among women in the security institution

# Validation of draft MOWIP report



## Validation Workshop

- **High level leaders from military/police/gendarmerie**

### **Purpose:**

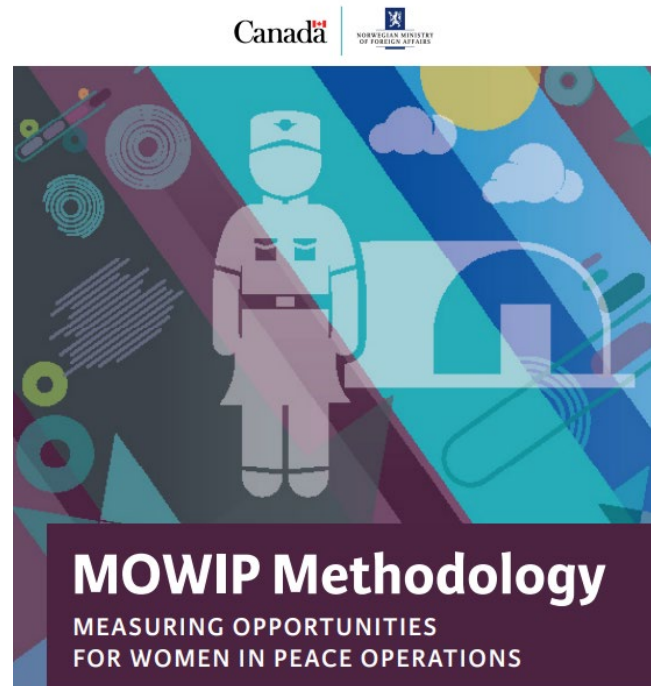
- 1) Validate report findings among different stakeholders;
- 2) Foster discussion about key findings;
- 3) Create buy-in for report and recommendations.

### **Action Plan:**

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



# Online resources



October 2020

DCAF Geneva Centre  
for Security Sector  
Governance  
20<sup>th</sup> ANNIVERSARY

Cornell University

THE ELSIE INITIATIVE  
FOR WOMEN IN PEACE OPERATIONS

[dcaf.ch/mowip-methodology](https://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



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

EIF Publications ▾

MOWIP ▾

- MOWIP Tools and Resources
- MOWIP reports
- Elsie Initiative (Canada) Research ▾
- Reference Materials
- 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.



# Finding MOWIP resources on ELF's website



HOME ▾

NEWS AND STORIES

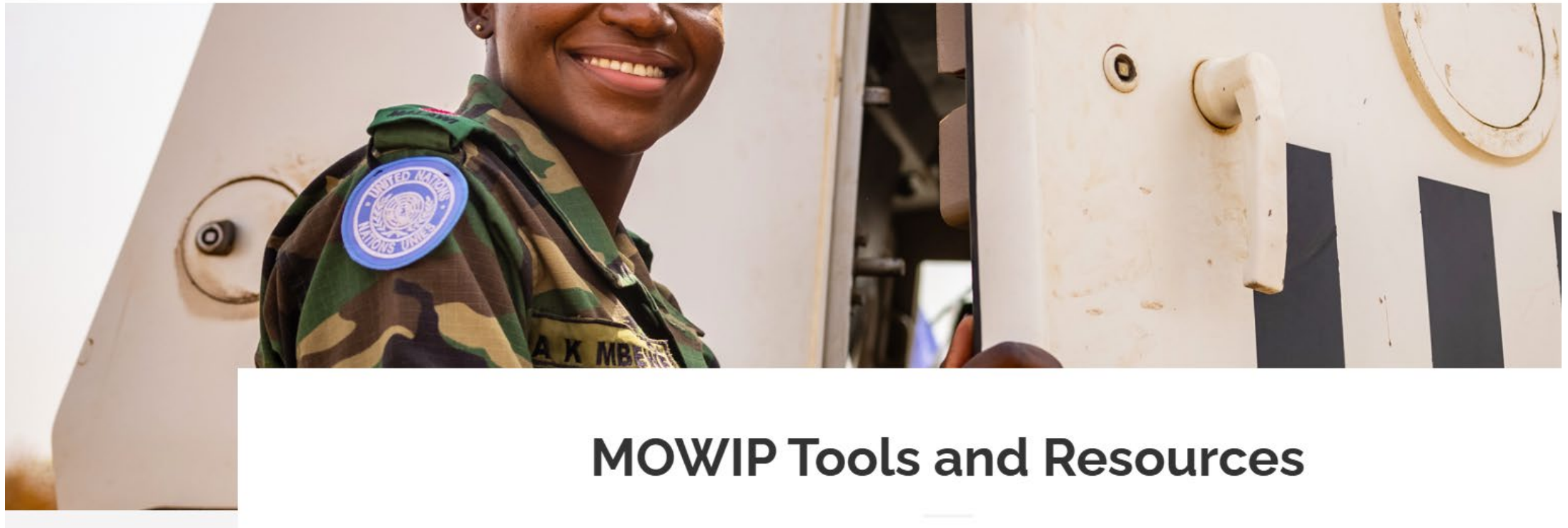
PROGRAMMING ROUNDS ▾

PROJECTS ▾

GENDER STATISTICS ▾

RESOURCES ▾

DONORS



## MOWIP Tools and Resources



# DCAF's MOWIP Toolbox

[dcaf.ch/mowip](https://dcaf.ch/mowip)



## MOWIP Methodology

The *Measuring Opportunities for Women in Peace Operations* (MOWIP) Methodology is a rigorous and innovative tool to measure the degree to which women can meaningfully participate in peace operations from the perspectives of the troop- and police-contributing countries (TPCCs).



## Learning Brief

This Learning Brief shares lessons learned from conducting a MOWIP assessment. It provides advice to practitioners about how to conduct a MOWIP by describing key moments in the process and presenting insider advice for successful implementation.



## Repository of Knowledge

This Repository of Knowledge hosts best practices and lessons learned from conducting a MOWIP assessment. Its interactive design, clarifying videos and immersive content will guide you further on the MOWIP journey!



# MOWIP Explainers

Search toolbox... Explainer All steps Reset 7 resources

## Step 1 - Preparation

EXPLAINER 1 EN FR ES  
**Implementation partnership models and access to the Cornell GSS Lab and DCAF MOWIP Helpdesk support**  
PDF • 9 pages • version of May 2023

EXPLAINER 7 EN FR ES  
**Applying for MOWIP project funding support through the Elsie Initiative Fund**  
PDF • 5 pages • version of March 2023

## Step 2 - Data Collection

EXPLAINER 2 EN FR ES

EXPLAINER 3 EN FR ES

EXPLAINER 5 EN FR ES



# New: MOWIP Repository of Knowledge

**DCAF** Geneva Centre for Security Sector Governance

## MOWIP Repository of Knowledge

Gender and Security Division

YOU COMPLETED 0%

Welcome on the MOWIP journey!

This repository is meant for everyone involved in the MOWIP process – research partners, grant recipients and security institutions' representatives – aiming to better understand the process. It is structured around the five implementation steps of the MOWIP assessment.

You can go through the modules in order as a short introductory training or directly jump to the step that you are interested in when looking for particular resources or advice. We highly recommend this repository as a tutorial – a place to return to at each step of the process!

In each step, videos, additional resources and training materials as well as links to the most updated tools, templates and explainers in the MOWIP Toolbox are provided. At the end of each step, there is a short quiz to support your retention of learning. However, it is not mandatory to answer it to proceed.

Please do not hesitate to contact us at [elsie@dcaf.ch](mailto:elsie@dcaf.ch) if you have ideas for improvement or questions.

Let's get started!

**Introduction to MOWIP Methodology**

> DETAILS

**Step 1: Preparation**

> DETAILS

**Step 2: Data collection**

> DETAILS

**Step 3: Data analysis**

> DETAILS

Section 1  
**Introduction to MOWIP Methodology**

Section 2  
**Step 1: Preparation**

Section 3  
**Step 2: Data collection**

Section 4  
**Step 3: Data analysis**

Section 5  
**Step 4: MOWIP report validation**

Section 6  
**Step 5: Launch**

# Partnership models for completing the MOWIP





# Partnership Models

**A**

## **Cornell GSS Lab helps with the entire process**

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- 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**

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

**C**

## **National university or research institute conducts entire process**

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



# Data Use Agreements (DUAs)

- GSS Lab keeps all data highly secure under an IRB-approved Data Security Plan
- Data is password protected and only accessible to specific GSS Lab personnel tasked with data analysis
- Under a Model B partnership, a DUA is **required**
- The process should be initiated as early as possible, but cannot be started until a local research partner has been identified
- The DUA is a legal contract between Cornell University (legal office) and the local research partner/TPCC. The GSS Lab is not a signatory on the contract and relies on the University legal team to negotiate this contract.



# 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](http://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](mailto:gsslab@cornell.edu)
- 👉 See our Linktree: <https://linktr.ee/gsslab>



### DCAF's MOWIP Helpdesk

- 👉 Find out more at [dcaf.ch/mowip](http://dcaf.ch/mowip)
- 👉 Contact [elsie@dcaf.ch](mailto:elsie@dcaf.ch)
- 👉 Sign up to quarterly newsletter via QR code!

