

PROJECT CLOSURE NARRATIVE REPORT – MOWIP (OR EQUIVALENT) BARRIER ASSESSMENT

The information collected in this form will be used for the sole purpose of the EIF Secretariat monitoring and reporting requirements.

1. Project Details

Project Name	Assessments of barriers to the participation of women in Armed Forces and Police in Mexico during UN peace operations
Fund Recipient	UN Women
Country	Mexico
Project Manager Name	Francisco Gerardo Camarena Espinoza
Email Address	francisco.camarena@unwomen.org
Government Coordinating Entity (GCE)	Ministry of Foreign Affairs
National Entity (NE)	Ministry of National Defense (SEDENA), Ministry of the Navy (SEMAR) and Ministry of Public Security (SSPC)
Project Timeframe	March 2021 – December 2022
Project Closure Report Submission Date	27/apr/2023
Signature of UN Women Country Representative	Belen Sanz, UN Women Country Representative

T/PCC FUND RECIPIENT Where the fund recipient is a T/PCC, the following signatory is required:	PUNO FUND RECIPIENT Where the fund recipient is a PUNO, the following signatory is required:
Name of the National Entity (NE) ¹ :	Name of the United Nations Organisation ² : UN Women
Signatory Name: Position: Signature: Date: Telephone Number: Email:	Signatory Name: Francisco Gerardo Camarena Espinoza Position: Programme Specialist Signature: Date: 13/dec/2022 Telephone Number: +52 55 5454 1208 Email:
	UN Women Atlas / Quantum Project No: 00126214

¹ As per the PRODOC i.e., Chief of Defence / Ministry of Defence / Police Commissioner / Ministry of Interior / Home Affairs

² As per the PRODOC i.e. PUNO Country Office Head / Representative

MOWIP Barrier Assessment Milestones

Phase	Milestones and Indicators	
Preparation	MOWIP training was conducted with the assessment team.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Training for the security institution was conducted.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Enumerator training was conducted.	Yes <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Please indicate the type of committee/s that were established to oversee the conduct and implementation of the MOWIP.	Project Steering Committee: Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> Project Technical Committee or Working Group: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
Implementation	Number of surveys administered.	Total number of persons surveyed: 1235 Total women: 605 Total men: 630 Total planned number as per the PRODOC: 1,140 Total women: 570 Total men: 570
	Number of interviews conducted with senior leadership, decision makers, program officers.	Total number of persons interviewed: 44 Total women: 17 Total men: 27 Total planned number as per the PRODOC: 45 Total women: 22 Total men: 23
	Fact-finding form completed.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
Validation	Oral report with key leadership conducted.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Validation workshop was conducted.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
	Internal MOWIP barrier assessment report produced and shared with the EIF.	Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> Ministries decided to focus only in producing one public MOWIP report and make public all findings. Thus, no additional internal MOWIP assessments were made.
	External MOWIP barrier assessment report produced and published by the Security Institution. Please include the website where the report is published.	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/> Website: https://www.udlap.mx/cesii/reportes-mowip.aspx & https://elsiefund.org/resources/mowip-reports/

Report Launch	Report launch activity conducted (<i>online/in-person, attendance</i>)	<p>Online: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/></p> <p>In-person: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/></p> <p>Total Number of people who attended:</p> <ul style="list-style-type: none"> - Over 100 people (Ambassadors and Consuls, first launch) - 50 people in-person (second launch) - 70 people online (second launch) <p>Total women: NA</p> <p>Total men: NA</p>
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2. Summary of Results

EIF Results Framework

The conduct of a Barrier assessment contributes to the **EIF Outcome 1**: Expanded country specific knowledge of barriers to deployment of women peacekeepers to United Nations peace operations.

Please provide a summary of the accomplishments, results and outcomes of the project. The summary should also highlight potential impact and any relevant achievement related to the project's implementation, including unexpected results, both positive and negative. This section should be no longer than one page.

- The Ministries of National Defense, the Navy and Public Security have a better and more informed knowledge on the barriers that their personnel face to be selected and deploy in UN Peace Operations.
 - o Three reports on the barriers that limit uniformed Mexican women's deployment in UN peace operations were elaborated through the direct participation of 1,279 (48.6% women) informants based on the Measuring Opportunities for Women in Peace Operations -MOWIP- methodology.
 - 1,235 people in uniform (48% women) provided key information through surveys on the needs, barriers and best practices regarding gender equality and UN peace operations deployment opportunities within each security Ministry.
 - 44 officers and high-ranking officers (38% women) contributed through in-depth interviews to identify the needs, barriers and best practices regarding gender equality within their own Ministries, UN peace operations deployment opportunities and challenges, and carrier opportunities and challenges for personnel returning from UN peace operations.
 - o Reports available here: [MOWIP Reports – The Elsie Initiative Fund \(elsiefund.org\)](https://elsiefund.org)
- The Mexican security sector has a broader knowledge of the gender barriers that uniformed women face within the federal security institutions. The barrier assessment contributed to have a deeper understanding of specific challenges that women in uniform face, including:
 - o Women are less likely to learn of deployment opportunities due to the traditional means of communication used to advertise UN Peace Operations calls.
 - o Unfitting uniforms: At least 3 in each 7 surveyed women consider that their uniforms is not properly fitted to their bodies (67% of women in SEDENA, 66% in SEMAR and 50% in SSPC consider that their uniforms fit properly to their bodies).
 - o Uniformed women face an overload of care duties compared with their male counterparts: less than 5% of the surveyed personnel answered that men are the main child's caretakers in their familiar (1% in SEDENA, 2% in SEMAR and 4% in SSPC).
 - o Half of surveyed women referred that they do not feel comfortable in the available lactation rooms.
- The Mexican security sector has a pool of best practices within each Ministry. The MOWIP methodology contributed to identify, systematize, and share information on the policies, procedures and other institutional measures that promotes gender equality, aim to increase women's leadership and prevents and responds to violence against women that otherwise was blurred.

- The Mexican government has a clear path to strengthen its gender equality agenda within each security ministry and to increase women's nominations and deployments in UN Peace operations.
- More Mexican uniformed personnel have information regarding UN Peace missions and Mexico's participation in them. Although it was not an expected result, the trainings for enumerators, preparation meetings and the surveys contributed to raise awareness regarding Mexico's participation in UN Peace operations and about opportunities for Mexican uniformed personnel in such operations. Although Mexico resumed its participation in UN Peace operations since 2015, deployments have been at the individual level, with highly skilled officers deployed as Military Observers and Staff Officers, but there has not been a public campaign to communicate Mexico's participation in UN peace operations.

3. Good practices and recommendations

- a. *Emerging and good practices: What has worked well during the conduct of the barrier assessment? Describe any good practices implemented during the conduct of the barrier assessment that can be replicated in future programming.*

Installing a Working Group to follow up the BA, composed by the same people that integrate both the Working Group for Peacekeeping Operations and the working group responsible for the implementation and monitoring of the National Action Plan on Women, Peace and Security, proved to be extremely useful since positive coordination and communication mechanisms were already in place and there was a previous understanding on the WPS agenda and on UN Peace Operations.

- b. *What recommendations and lessons have you identified regarding project design, implementation, and results? Please provide a detailed description including recommendations.*

It is important to take into consideration that security sector institutions might take longer times to review and provide feedback on the preliminary reports that are shared with them, particularly in contexts where (like in Mexico) armed forces are responsible for multiple activities additional to national defense (like response to COVID, support to public security, etc.).

It was extremely useful to hire a person that was 100% dedicated to the implementation of the project, which turned out to be more time-consuming and demanding than originally expected due to the multiple liaisons with a vast number of focal points within the three ministries involved in the project. It was also useful that such position was based in the Ministry of Foreign Affairs, strengthening its coordination role and facilitating the exchange of information between Ministries (rather than through UN Women) which was easier for focal points, since some information was perceived/catalogued as sensitive, and they felt more comfortable sharing it with another Ministry.

Contracting researchers with previous experience working directly with security institutions (as professors/instructors in military & navy academies) eased engagement of security institutions' stakeholders and decision-makers due to the previous knowledge of researchers' credentials and experience.

4. Challenges/Problems

Please elaborate on the key challenges/problems faced by the project, both in terms of the project's design (e.g. type of activities, expected accomplishments, objectives, etc.) and implementation (e.g. change in country situation, administrative processes, collaboration with partners, etc.). Please also list actions taken to address them.

Description of key challenges <i>Please list key challenges faced</i>	Key action(s) taken to solve the issue <i>For each challenge, indicate whether and how it was solved</i>
Administrative overload to support all the required processes without specific administrative staff. Although the project included budget for financing one position (based in the Ministry of Foreign Affairs) that could lead the technical coordination of the project, the large number of administrative processes required to advance in the implementation of the project would require at least 50% of the time of one person as administrative assistant.	UN Women CO had to co-finance the project in kind through the involvement of an administrative assistant dedicating 50% of her time to the Elsie Initiative.
Long review and validation processes from the security institutions. Security ministries, particularly the Ministry of Public Security (which includes 4 different security forces that participated in the barrier assessment) took longer to review, feedback and validate the final versions of the BA Reports, delaying the times for researchers to complete the reports. This meant that the duration of the project had to be extended twice. It also implied that the project lasted more than planned and therefore there was not enough budget to sustain the financed position to coordinate the project.	Personnel from the Ministry of Foreign Affairs and staff from UN Women CO assumed broader responsibilities of coordination with stakeholders (MoFA mainly with the security sector, and UN Women with researchers).
Frequent rearrangements in logistics to visit barracks in which trainings and surveys were carried out. As military forces are participating in public security functions all across the country, and since some of the states that have barracks that were originally considered to visit faced significant changes in the COVID-19 rates and/or in the violence rates, it was common that the Ministry of Defense requested changes in logistics arrangements and locations. It also happened with Ministries of the Navy and of Public Security.	It was agreed with all stakeholders to have more online meetings and trainings than originally planned, particularly with military staff located in states with high rates of COVID-19 and/or violence. Participating Ministries updated the Working Group on regular basis the situation of the states that were intended to visit and proposed adjustments were needed.

5. **Advocacy and Knowledge Generation**

Please describe any events, consultations, reports, research papers, blog posts that you led, or contributed to, in order to promote the project and contribute to the global conversation about uniformed women's representation in United Nations peace operations. Please indicate your role(s) in these knowledge production activities. Please also include the link or URL to each of these products, activities, or events.

- UN Women CO participated in the 1st Conference on Women and Security, organized by the Government of Mexico and the Embassy of the United States in Mexico. Participation was in two panels to address challenges and opportunities on the implementation of the Women, Peace and Security agenda and opportunities to increase women's leadership and participation in UN peace operations.
 - o Day 1: <https://www.youtube.com/watch?v=IzNd4vGGFZA&t=12843s>
 - o Day 2: <https://www.youtube.com/watch?v=IdZ7B6JQqkM&t=373s>
- UN Women CO participated in two dialogues (October 11, 2021 and October 13, 2022) organized by the Mexican Joint Training Center for Peace Operations and targeted to uniformed officers, to talk about the Elsie Initiative and women's participation in UN Peace Operations. Over 50 officers participated in the dialogues (25% women).
- Embassies that integrate the [International Cooperation Roundtable for Gender Equality](#) (including Embassies of 8 of the 9 Elsie Initiative country donors) were informed about the finalization of the Barrier Assessment conducted in Mexico during the last Roundtable's [meeting](#).
- No knowledge by-products have been produced since the Mexican Government has requested confidentiality and has embargoed the three BA Reports until January 2023, when they will be presented and published.

6. **Sustainability**

- a. *How will the barrier assessment results and recommendations be addressed? Has the security institution stated its commitment to address some of these barriers? If so, how?*

Mexico has a Peace Operations Working Group, responsible for designing and monitoring Mexico's participation in UN Peace Operations, composed by representatives from the Ministries of Foreign Affairs (coordination role), National Defense, the Navy and Public Security, and it includes the National Institute for Women as an advisory entity. The same group of representatives is also responsible for the implementation and monitoring of Mexico's first National Action Plan on Women, Peace and Security and acted as the technical committee that implemented and monitored Elsie Initiative's barrier assessment. This has positioned the role Peace Operations Working Group and strengthened Mexico's government engagement with the Women, Peace and Security, both at the domestic and at the external level.

The Peace Operations Working Group has already expressed interest in applying for further international financing to address the barriers identified through the Elsie Initiative. Additionally, Mexico's National Action Plan on Women, Peace and Security includes various commitments on increasing women's participation on peace operations. Thus, representatives of the Mexican Government are adjusting their strategies to increase women's leadership and

participation in peace operations after the findings in the barrier assessment and are workshopping their priorities to address the more significant gaps identified in the barrier assessment.

- b. Has the conduct of the barrier assessment triggered processes for similar barrier assessment studies in other security institutions or other countries? Are you aware of any plans to do so?*

Elements of the National Guard (federal police force currently under the administration of the Ministry of National Defense) are considering in using components of the MOWIP methodology and other tools designed by UN Women and DCAF, to explore additional gender issues within their own institution.

7. Additional Information

This section should include any communications and outreach activities organized to raise awareness of the project's activities and report launch, such as press clippings, radio and TV coverage, websites, social media posts etc. If the information is available online, please include the link or URL.

The Government of Mexico launched the barrier assessments reports on a public event last January 9, 2023, within the framework of the Annual Mexican Ambassadors and Consuls Meeting. Event was hosted and led by the Ministry of Foreign Affairs, through the participation of the Undersecretary for Multilateral Affairs and Human Rights and had the participation of representatives of the Ministries of National Defense, the Navy and Public Security. The launch-event was attended by Ambassadors of Australia, Norway and The Netherlands, a representative of the UK Embassy, UN Women CO Representative and the Resident Coordinator Office.

https://twitter.com/marthadelgado/status/1612542106731413506?t=KeMzPHTGnJG_WajGvFKeMg&s=08 ;
<https://www.youtube.com/watch?v=nIDKTM63WkM>; <https://mision.sre.gob.mx/oea/index.php/actividades/45-actividades-2023/838-presentan-las-acciones-multilaterales-para-2023-en-la-xxxiv-reunion-de-embajadores-y-consules-09-ene-2023>

A second launch was organized in the facilities of the University of Las Americas Puebla (UDLAP), which took place on March 24, 2023. Through a three-hour event, and with a larger agenda than the first launch, the barrier assessments reports were once again launched in a hybrid format, including a broader presentation of the MOWIP Methodology, findings and recommendation, and a dialogue between SEDENA and SEMAR women representatives and UDLAP's students. The second launch included the participation of Ms. Deborah Warren-Smith, Manager of the Elsie Fund, Ms. Marcelo Donadio, Executive Secretary of RESDAL and representatives from UN Women Mexico and the Resident Coordinator's Office. It was attended by representatives of the embassies of Canada and UK, over 50 UDLAP's students and up to 70 participants online from the Embassy of the Republic of Korea, SEDENA, SEMAR and SSPC.

<https://twitter.com/RobertoDeLeonHu/status/1639327928637874176?s=20> ;
<https://blog.udlap.mx/blog/2023/03/la-udlap-fue-sede-de-la-presentacion-de-los-reportes-elsie-de-la-onu/>

No previous public activities have been organized by the Government of Mexico to raise awareness of the project activities. However, the Government of Mexico has made reference to its participation in the Elsie Initiative in several spaces and has reported it in its first report of the implementation of its National Action Plan on Women, Peace and Security (available here: https://www.gob.mx/cms/uploads/attachment/file/743552/Informe_1325_4_merged.pdf).