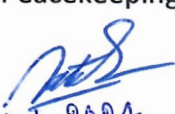
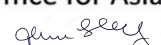


PROJECT CLOSURE NARRATIVE REPORT – MOWIP (OR EQUIVALENT) BARRIER ASSESSMENT

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	MOWIP Barrier Assessment for Royal Cambodian Armed Forces (RCAF)-Women perspectives and participation in Peace Operations
Fund Recipient	UN Women Cambodia
Country	Cambodia
Project Manager Name	Chantevy Khourn
Email Address	Chantevy.khourn@unowomen.org
Government Coordinating Entity (GCE)	Ministry of Foreign Affairs and International Cooperation
National Entity (NE)	National Centre for Peacekeeping Force, Mine and ERW Clearance
Project Timeframe	01 July 2022 to 30 September 2024
Project Closure Report Submission Date	October 2024

T/PCC FUND RECIPIENT	PUNO FUND RECIPIENT
Where the fund recipient is a T/PCC, the following signatory is required:	Where the fund recipient is a PUNO, the following signatory is required:
Name of the National Entity (NE)¹: National Centre for Peacekeeping Force, Mine and ERW Clearance	Name of the United Nations Organisation²: UN Women
Signatory Name: Major General Sem Ratana Position: Acting Director-General of National Centre for Peacekeeping Force, Mine and ERW Clearance Signature:  Date: 30-Oct-2024 Telephone Number: (855) 95 900 450 Email: npmecdpko@gmail.com	Signatory Name: Maria Holtsberg Position: Deputy Regional Director (OIC), UN Women Regional Office for Asia and the Pacific Signature:  Date: 31 October 2024 Telephone Number: Email: maria.holtsberg@unwomen.org
	UN Women Atlas / Quantum Project No: 00108609
MPTFO Project No (see MPTFO page) 00131920	MPTFO Project No (see MPTFO page)

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

2. 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 checked="" type="checkbox"/> No: <input 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: Total women: 189 Total men: 249 Total planned number as per the PRODOC: Total women: 190 Total men: 190
	Number of interviews conducted with senior leadership, decision makers, program officers.	Total number of persons interviewed: Total women: 5 Total men: 8 Total planned number as per the PRODOC: Total women: NA Total men: NA
	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"/>

	<p>External MOWIP barrier assessment report produced and published by the Security Institution.</p> <p>Please include the website where the report is published.</p>	<p>Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/></p> <p>Website: https://asiapacific.unwomen.org/en/digital-library/publications/2024/07/mowip-2023-assessment https://wps.asean.org/resources/2023-report-on-results-of-the-measuring-opportunities-for-women-in-peace-operations-mowip-assessment/ </p>
Report Launch	<p>Report launch activity conducted (online/in-person, attendance)</p>	<p>Online: Yes: <input type="checkbox"/> No: <input checked="" type="checkbox"/> In-person: Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/></p> <p>Total Number of people who attended: 700</p> <p>Total women: 100 Total men: 600</p>

3. Summary of Results

EIF Results Framework - Outcome

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 outputs 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.

- With technical support from the Cornell University Gender and Security Sector Lab (GSS Lab), a two-week, in-person Measuring Opportunities for Women In Peace Operations (MOWIP) methodology training was conducted from 5-16 December 2022. In total, 21 enumerators/interviewers (8 women) have been trained on the three MOWIP research tools: (i) a fact-finding form; (ii) key decision maker interviews; and (iii) a comprehensive survey. Given the complexity of the survey questionnaire, survey localization was comprehensively conducted and discussed during the training to ensure the accuracy of the translation and context. Following the survey training, the survey was piloted over the course of two days with volunteers from the National Centre for Peacekeeping Force, Mine and ERW Clearance (NPMEC). The exercise helped enumerators gain experience in conducting the survey; it also offered a final opportunity to test the questionnaires and make corrections to the survey.
- With good coordination and support from NPMEC senior leadership, the research team completed all survey interviews by 28 March 2023. In total, 438 surveys (189 women, 249 men) were conducted in two phases in five different locations including remote surveys in two UN peacekeeping missions namely United Nations Mission in South Sudan (UNMISS) and the United Nations Interim Force in Lebanon (UNIFIL). Approved survey respondents in the first phase were from a contingent on standby for their rotation to the United Nations Multidimensional Integrated Stabilization Mission in Central African Republic (MINUSCA) and the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA), of which the majority were men. This therefore resulted in larger number of men in the sample. Phase 2 of the survey targeted contingents that returned from their UN missions and specifically sought women to balance the sample distribution as much as possible. Despite the oversampling of men, it was a positive experience for both the enumerators and survey respondents, who gained valuable experience as a result of their participation in the exercise. In addition, fact-finding forms were completed and 13 interviews with key decision makers (five women, eight men) were conducted.
- The MOWIP assessment project has contributed to strengthening the effort and commitment of the Royal Cambodian Armed Forces (RCAF) and NPMEC towards promoting women's participation and leadership in peacekeeping operations. It served as an additional motivation for Cambodia to honor pledges to increase women in UN peacekeeping missions at high-level meetings such as the UN General Assembly and the UN Defence Ministerial. As a testament to this commitment, RCAF deployed three female contingent commanders to three different missions namely MINUSCA, UNMISS, and UNIFIL in 2023 and 2024 while the research project was underway.
- The project process strengthened the capacity and ownership of the RCAF and NPMEC to engage in the development and conduct of MOWIP research. NPMEC demonstrated full ownership throughout the research process including data collection, report writing, findings validation, report revision and finalization, report launch and publication.
- NPMEC, Centre for Peace and Conflict Studies (CPCS)), Cornell GSS Lab team and UN Women collaboration aligned with the MOWIP methodology. The MOWIP assessment was comprehensively conducted, and the report was published and launched on 30 July 2024 with the participation of H.E.

General Tea Seiha, Deputy Prime Minister, Minister of National Defence, and the United Nations Resident Coordinator to Cambodia. The launch was well received with an estimated 700 participants, (approximately 100 women, 600 men) and was widely reported in local news. The media coverage of the launch event increased attention and public awareness of Cambodian women's participation in peacekeeping operations.

4. 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.*

- Embedding NPMEC in the project promoted strong support from NPMEC senior leaders who facilitated the execution of the survey plan by the research team and assisted in coordinating interview appointments with senior government officials. Senior government officials were occupied with the national election campaign, however, with coordination assistance from NPMEC, the research team was able to conduct interviews with decision makers in various government institutions related to UN peacekeeping deployment.
- The establishment of the Project Steering Committee (PSC) co-chaired by H.E. General Sem Sovanny, Director General of NPMEC and UN Resident Coordinator to Cambodia provided space for the project team to update the leadership management team and raise challenges that needed to be addressed at a high level as well as discuss ways forward for the report finalization. The PSC meeting put emphasis on the quality assurance of the MOWIP assessment report and ensured the research project followed the MOWIP standard procedure and the guideline of the Elsie Initiative Fund (EIF) to pave the way for the next phase of implementing the MOWIP barrier assessment recommendations in a subsequent EIF programming round.
- The assessment team communication plan, including clear and formal messaging and periodic coordination calls among Cornell GSS Lab, NPMEC, CPCS, UN Women and Geneva Centre for Security Sector Governance (DCAF), was very helpful in keeping the team aligned on project progress and roles and responsibilities. Coordination calls also served as a space for after action review, allowing team members to share ways to improve communication, address challenges and identify lessons learned. Additionally, because each project stakeholder assigned a focal point for the duration of the project, this ensured project-related institutional memory and supported strong rapport among team members, despite time zone differences, which also helped to avoid delays.
- The Focus Group Discussion (FGD) with women peacekeepers to collect further and substantial inputs and integrate them into the draft MOWIP report provided an opportunity for women military personnel to reflect, comment on the results of the recent study and provide their valuable perspective on good practices and recommendations for improvement. FGD recommendations included organizing a campaign and launching an awareness raising programme to increase women enlisted in the RCAF so that more women might be recruited into leadership positions; the need to upgrade facilities to meet the needs of all personnel with a focus on gender inclusivity; making female health care professionals available to address gender-specific health concerns; and designing and providing uniforms that are suitable for women peacekeepers. The FGD also ensured safe and friendly spaces for women personnel to reflect on their experiences and share inputs to validate the report findings, facilitating participants to provide additional clarity on the social, cultural and operational issues affecting women in peacekeeping and on challenges women face at home and in the mission. The validation workshop on

the draft report findings with women peacekeepers and the senior management team from NPMEC provided sufficient time and space to comprehensively review the findings and discuss key recommendations to strengthen the content and analysis of the report.

- The project team undertook comprehensive reviews of the final report prior to submitting it for official approval from the Ministry to ensure the highest chance of approval and avoid revisions, which would cause significant delay. The internal review team at NPMEC was formed to diligently review the report, especially the Khmer version to avoid translation errors that would result in rejection by the Ministry or erroneous information shared with users once published.

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

- The project followed the MOWIP methodology to ensure data quality and accuracy throughout the collection process and developed sufficient capacity to equip the research team with in-depth understanding of the methodology with continued technical guidance and support from the GSS Lab of Cornell University. A lesson is to reserve sufficient time for training on the methodology and/or data collection techniques, especially when English is not the trainee's primary language.
- A research project of this scale, involving military personnel at various ranks and units, need strong and unwavering coordination support from the military's senior leadership. RCAF and NPMEC's senior leadership played a significant role in endorsing the research and have been consistently committed to expanding and increasing women's participation in UN peacekeeping missions not just in number but also at the leadership level. At all the events, during project implementation and when delivering his remarks, the NPMEC Director-General noted the importance and significant work that women personnel have contributed to peacekeeping missions. On 14 December 2023, a new military police contingent deployed to South Sudan was led by a female commander and 48.5 per cent of the peacekeepers deployed were women. The increase in the number of women in peacekeeping missions at the leadership levels have inspired more female personnel to meaningfully engage in missions.
- The project timeline needs to take into consideration the long process required for finalizing the report through multiple iterative reviews involving multiple partners and different time zones and schedules, translation and its separate review, approval, publication, and launch. A comprehensive review of the report in both languages took considerably more time than anticipated to ensure the accuracy of the translation in both context and analysis.
- To ensure the quality and integrity of the assessment in accordance with MOWIP methodology, the project needs to build and maintain collaborative partnerships and regular, open communication among project teams to update and monitor progress, address the challenges and bottlenecks and share lessons learned throughout the project implementation.

5. **Challenges/Problems**

Please elaborate on the key challenges/problems faced by the project, including:

- a. *the project's results (e.g. type of activities, expected accomplishments, objectives, etc.) and*
- b. *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 - list the key challenges faced	Key action(s) taken to solve the issue - for each challenge, indicate if, and how it was solved
Making appointments to interview senior government officials and decision makers was constrained by the national election campaign. The national election was held in July 2023 and many government officials were busy with preparations for the campaign starting in March.	The NPMEC technical team discussed internally and sought support from senior leadership of similar rank who were identified as alternate resource persons for the interviews.
A professional writer was not engaged in the research design or technical training on the MOWIP methodology but was onboarded after the data collection process was completed. It was therefore challenging for the writer to capture the whole context and analysis in the MOWIP report.	The NPMEC technical person worked closely with the writer to debrief her on the overall process, including the data collection process, and addressed information gap when reviewing the written field notes and skeleton report produced by GSS Lab of Cornell University.
The complexity of the survey questionnaires made it challenging for data enumerators to understand and collect information from the respondents.	Focal points and team leaders were on standby to provide ongoing support and clarity, especially on more complex questions, which the technical team themselves were able to receive clarification on by consulting with GSS Lab of Cornell University.

6. 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.

- NPMEC was invited to speak at the panel discussion "WPS programme work/implementation in Cambodia and lessons learned" at the Awareness Raising Workshop on Localisation of Women, Peace, and Security in Cambodia, organised by Ministry of Women's Affairs and UN Women on 15 December 2023. During the panel discussion, COL. Mey Vanvinead, Deputy Chief of Office of the Peacekeeping Department discussed the commitment made by the Cambodia government in peacekeeping operations, particularly the increase in number of women peacekeepers and shared information on the good work that women peacekeepers have contributed into UN peacekeeping missions. In addition, COL. Mey Vanvinead mentioned briefly that Cambodia received funding support from EIF to conduct the

MOWIP research assessment and indicated that the assessment report would help inform the government about the challenges women face in peacekeeping operations and how to better address them in order that Cambodian women peacekeepers can meaningfully engage in all peace sectors.

- The MOWIP report was made publicly available during the official launch on 30 July at the Ministry of National Defence via a press release.
 - Click here for press release: <https://asiapacific.unwomen.org/en/stories/press-release/2024/07/cambodian-women-to-un-peacekeeping-operations>
 - Click here for MOWIP report publication: <https://asiapacific.unwomen.org/en/digital-library/publications/2024/07/mowip-2023-assessment>
- The project printed 800 copies of MOWIP reports (400 English and 400 Khmer) for NPMEC to disseminate to key line ministries including Ministry of Women's Affairs, National Coordination Committee for UN Peacekeeping Mission Deployment and distribute to honorable guests including embassy representatives of EIF donor countries during their courtesy meetings with NPMEC.

7. 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?*
 - NPMEC leadership is discussing viable projects to address the barriers identified, particularly the limited number of women in leadership positions among an eligible pool, household constraints, and peace operations infrastructure. Some of the recommendations for these identified barriers are in line with RCAF/NPMEC's priorities to increase and diversify women's participation in peacekeeping operation at all levels, including technical and leadership positions. Women's specific needs will be evaluated and responded to through a long-term and sustainable support plan to maximize their opportunity to participate and thoroughly complete all required trainings and develop a proud career path. Plans to overcome these barriers will build on the existing partnership with UN Women and the Office of the UN Resident Coordinator in Cambodia on the area of focus for the next EIF programming round.
 - NPMEC has been working with other partners such as France, Japan and UN agencies such as United Nations Mine Action Services and Integrated Training Service to train RCAF men and women annually on a diverse range of skills from language to military police, mine clearance, engineering and heavy equipment operations. NPMEC also began an annual tripartite training programme with the Republic of Korea and the United Nations last year, focusing on construction heavy equipment safety and operations. In 2024, another tripartite programme is scheduled at the end of the year between Cambodia-UN-Japan on engineering training. A major development currently underway at the Training School for Multinational Peacekeeping Forces is to accommodate additional training programmes in the future with better facilities for women.
- 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?*

The Royal Government of Cambodia, through the Ministry of Women's Affairs, has expressed strong interest in developing the National Action Plan on Women, Peace, and Security (NAP-WPS) in line with the United Nations Security Council Resolution 1325, Convention on the Elimination of All Forms of

Discrimination against Women and the ASEAN Regional Plan of Action on Women, Peace, and Security (RPA-WPS). The Ministry of Women's Affairs, with support from UN Women, is conducting a Situation Analysis on the Women, Peace and Security agenda in Cambodia, a key step in the development of a NAP-WPS, from May to October 2024. The purpose of the Situation Analysis is to provide a deeper analysis of the national policies and strategies in alignment with global and regional frameworks, identify emerging and non-traditional peace and security issues in the Cambodian context and how they can be addressed from the WPS lens, and review the current and past programme of work in Cambodia to identify good practices and lessons learned in order to identify areas of focus and recommendations to inform the formulation of a NAP-WPS. Therefore, the MOWIP assessment report has significantly informed and complemented the Situation Analysis process.

8. 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 launch event of the MOWIP assessment report was well received and widely reported in the news and social media. Kindly see below some links of the reports:

News report on Phnom Penh Post:

<https://www.phnompenhpost.com/national/rcaf-report-promotes-increased-female-peacekeepers>

News report on Khmer Times:

<https://www.khmertimeskh.com/501532296/shining-examples-cambodian-women-blue-helmets-gain-international-recognition/>

News report on the Star (Malaysia's news):

<https://www.thestar.com.my/aseanplus/aseanplus-news/2024/08/01/royal-cambodian-armed-forces-report-promotes-increased-female-peacekeepers>

Khmer news:

<https://m.freshnewsasia.com/index.php/en/localnews/350732-2024-07-30-07-24-12.html>

<https://dot.mod.gov.kh/8812/>

<https://ams.com.kh/central/detail/1130505>

<https://cnc.com.kh/detail/news/56087>

Social media post on NPMEC page:

https://www.facebook.com/story.php?story_fbid=800837395571743&id=100069364682863&mibextid=WC7FNe&rdid=EFqBhS4SVhL7CCJ4

Social media post on United Nations in Cambodia page:

https://www.facebook.com/story.php?story_fbid=1037992475002292&id=100063746460775&mibextid=WUal2a&rdid=5g7lnrQnIki475wM

Social media post on UN Women Asia and the Pacific page:

https://www.facebook.com/story.php?story_fbid=787757416901605&id=100070020609925&mibextid=WC7FNe&rdid=8heeRXyzO1RGNMC

Additional photos from the MOWIP report launch:

[MOWIP Report Launch-30-Jul-24 - All Documents \(sharepoint.com\)](#)



Photo 1: Returned peacekeepers after completing the mission in Central African Republic attending the MOWIP report launch event on 30 July 2024; Photo Credit: NPMEC 2024



Photo 2: Group photo from the Validation Workshop on The Preliminary Findings of the Measuring Opportunities for Women in Peace Operations Assessment on 20-22 November 2023; Photo Credit: UN Women 2023



Photo 3: The arrival of the Deputy Prime Minister, Minister of National Defence and the United Nations Resident Coordinator to Cambodia to the MOWIP report launch event on 30 July 2024; Photo Credit: NPMEC 2024



Photo 4: Handover ceremony of the MOWIP report publication during the report launch event on 30 July 2024; Photo Credit: NPMEC 2024