



The Republic of Sierra Leone Armed Forces

2022 Report on Results of the Measuring Opportunities for
Women in Peace Operations (MOWIP) Assessment

November 2022



GSS LAB

DCAF Geneva Centre
for Security Sector
Governance

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The Elsie
Initiative Fund
for Uniformed Women in Peace Operations

Contents

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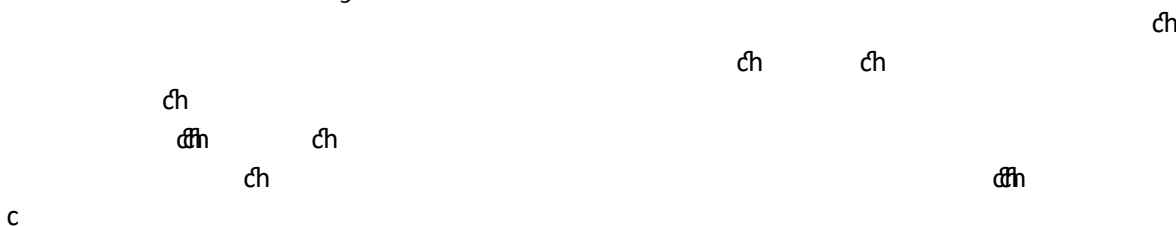
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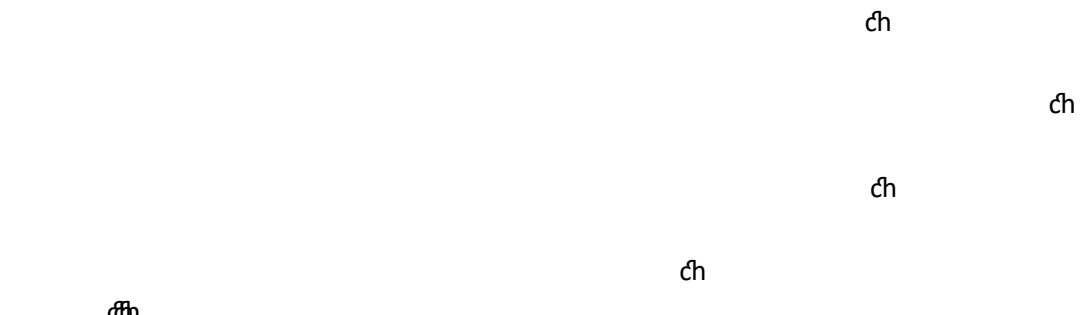
List of Abbreviations and Acronyms

AFRSL	Armed Forces of the Republic of Sierra Leone
AMISOM	African Union Mission in Somalia
AU	African Union
CDS	Chief of Defense Staff
DCAF	Geneva Centre for Security Sector Governance
DFID	Department for International Development
DHQ	Defense Headquarters
DPO	UN Department for Peace Operations
ECOWAS	Economic Community of West African States
FFF	Fact-Finding Form (See section 3 on methodology)
IMATT	International Military Advisory Training Team
JFC	Joint Force Command
JSC	Joint Support Command
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission In C.A.R.
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MOWIP	Measuring Opportunities for Women in Peace Operations barrier assessment methodology
MOD	Ministry of Defense
PMTC	Peacekeeping Military Training Center
RSLAF	Republic of Sierra Leone Armed Forces
RWAFF	Royal West African Frontier Force
RSLMF	Royal Sierra Leone Military Forces
SEA	Sexual Exploitation and Abuse
SGBV	Sexual and Gender-Based Violence
SLA	Sierra Leone Army
SLAW	Sierra Leone Air Wing
SSR	Security Sector Reform
TPCCs	Troop- and Police- Contributing Countries
UN	United Nations
UNAMSIL	United Nations Mission in Sierra Leone
UNIFIL	United Nations Interim Force in Lebanon
UNISFA	United Nations Interim Security Forces for Abyei
UNMISS	United Nations Mission in South Sudan
UNSCR	United Nations Security Council Resolution
WAFF	West African Frontier Force

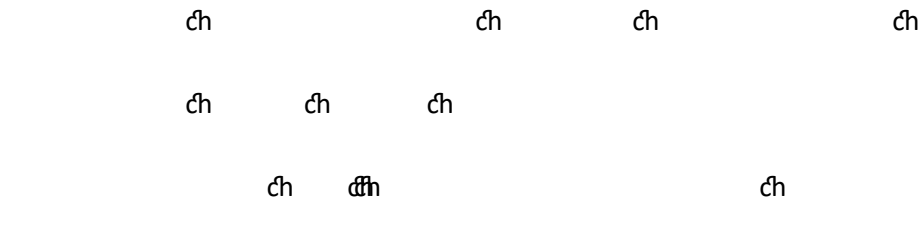
1) Executive summary



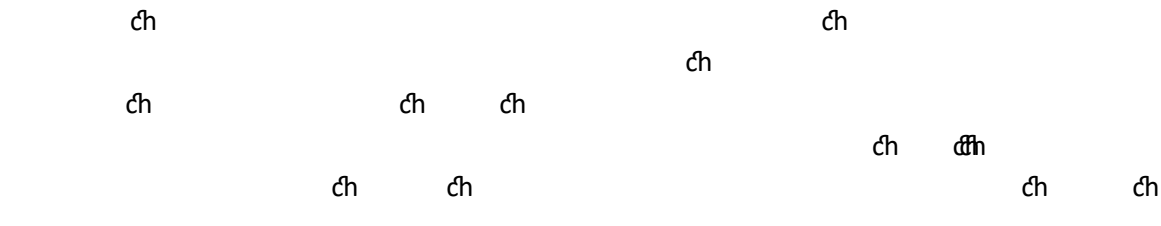
a) Top good practices that can be shared and replicated elsewhere



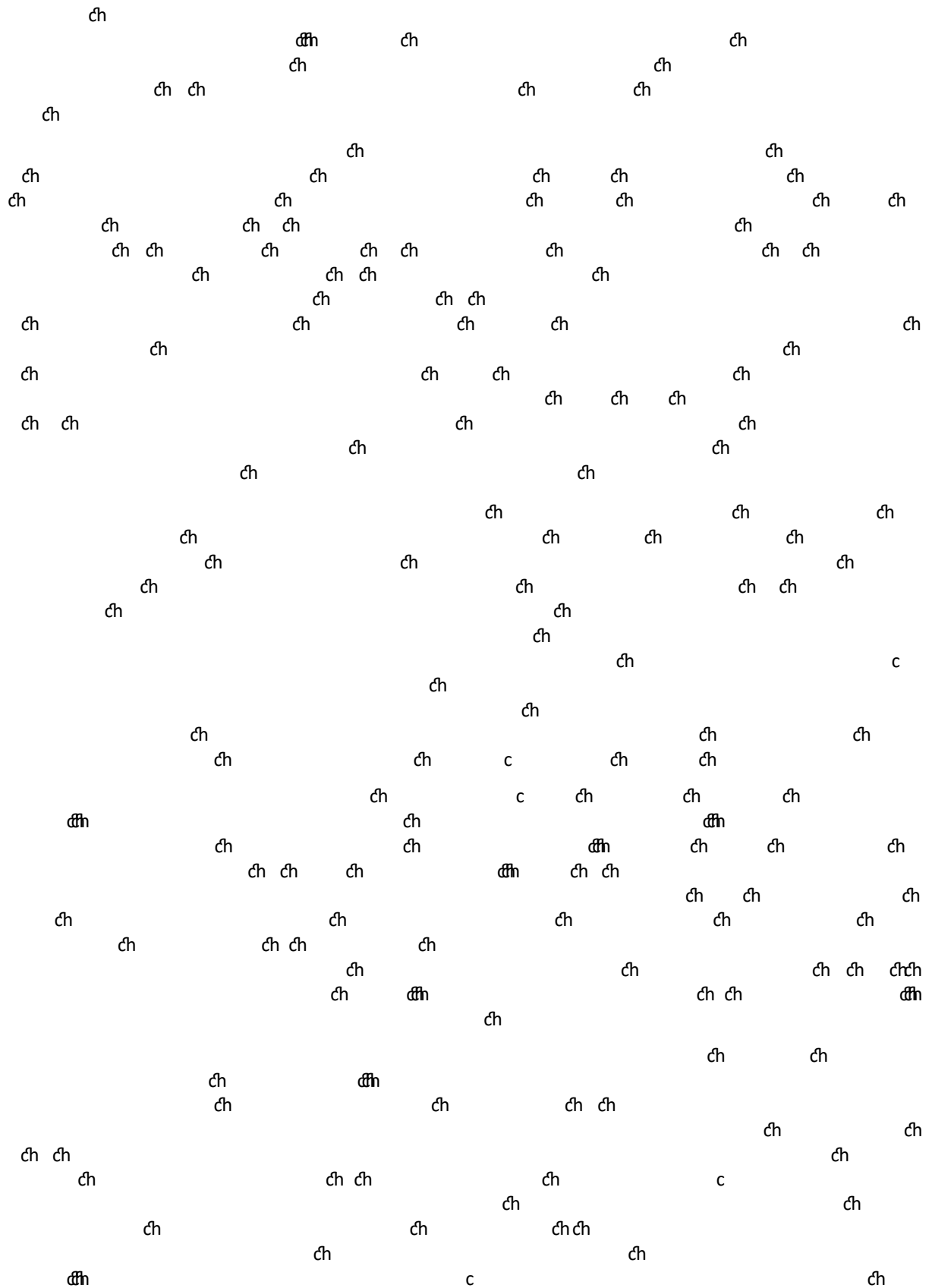
b) Top barriers to women's meaningful participation in UN deployments

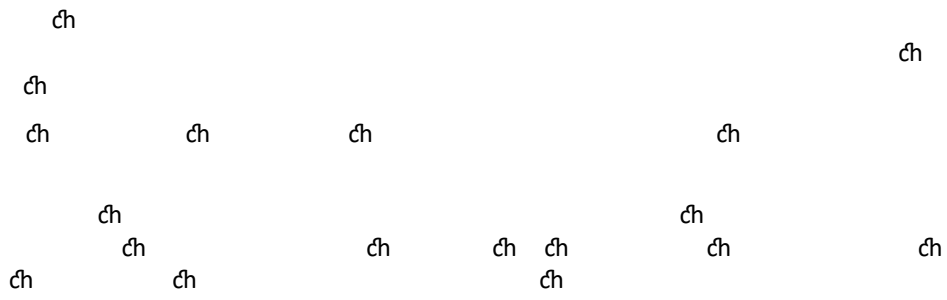


c) Top recommendations to overcome the barriers



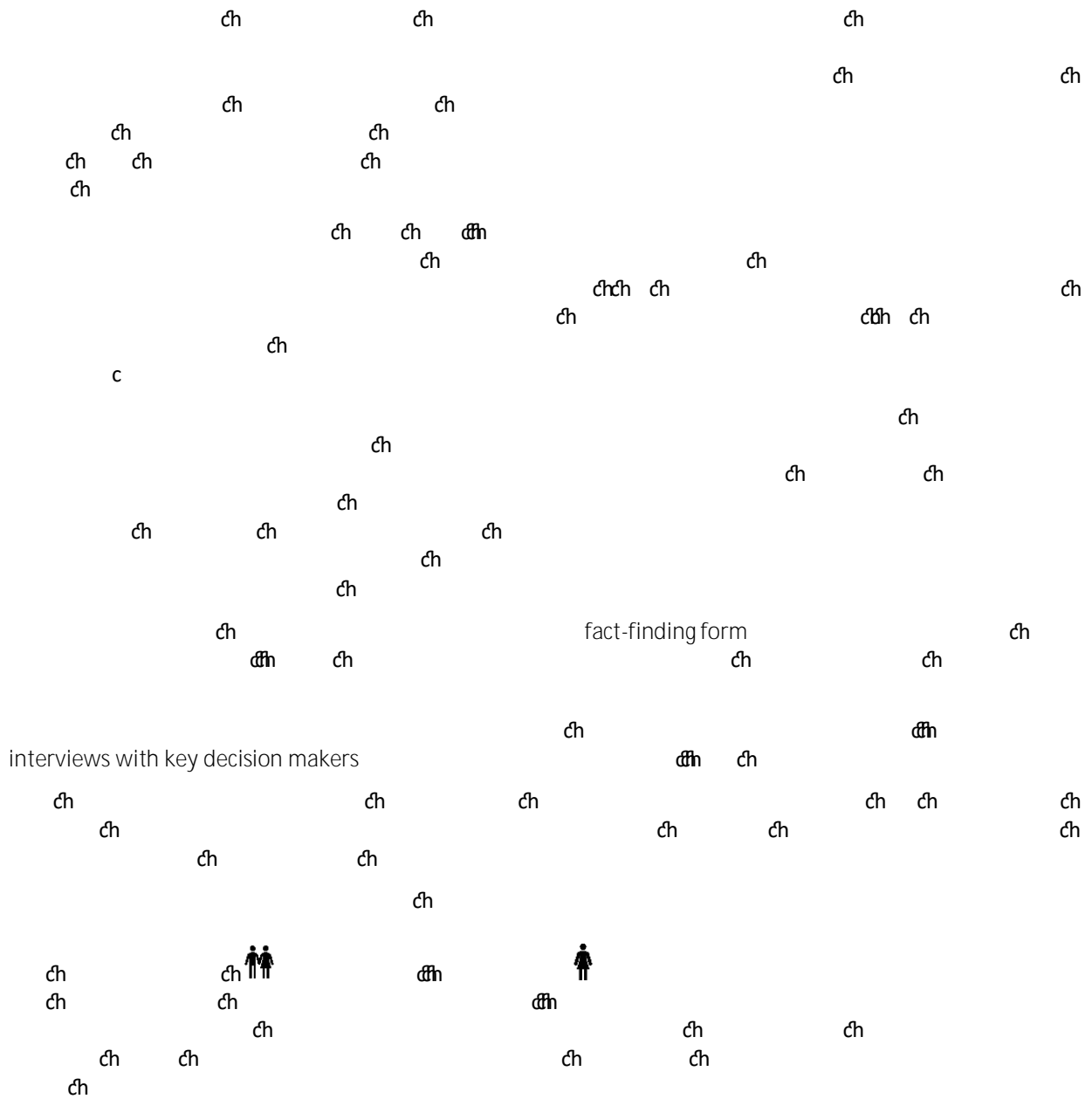
b) Republic of Sierra Leone Armed Forces: Profile and national characteristics

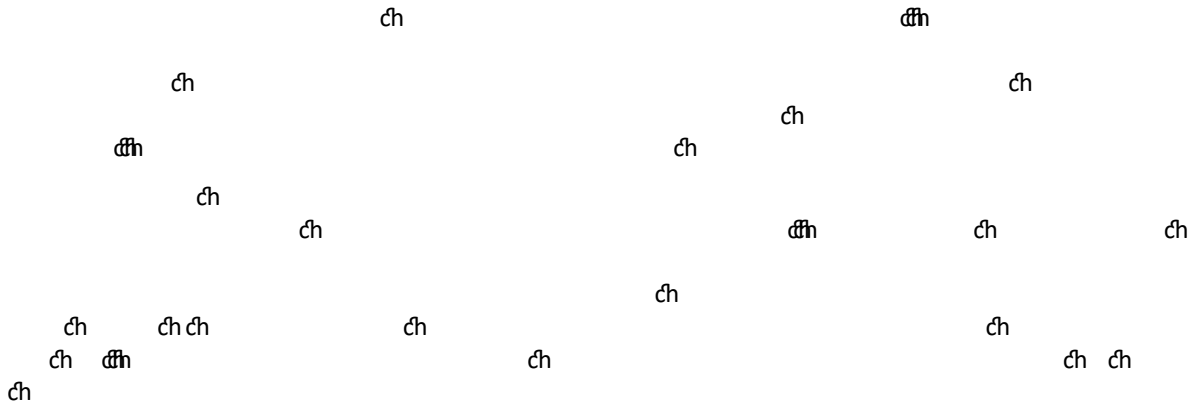




3) Methodology

a) Overview of the MOWIP assessment methodology

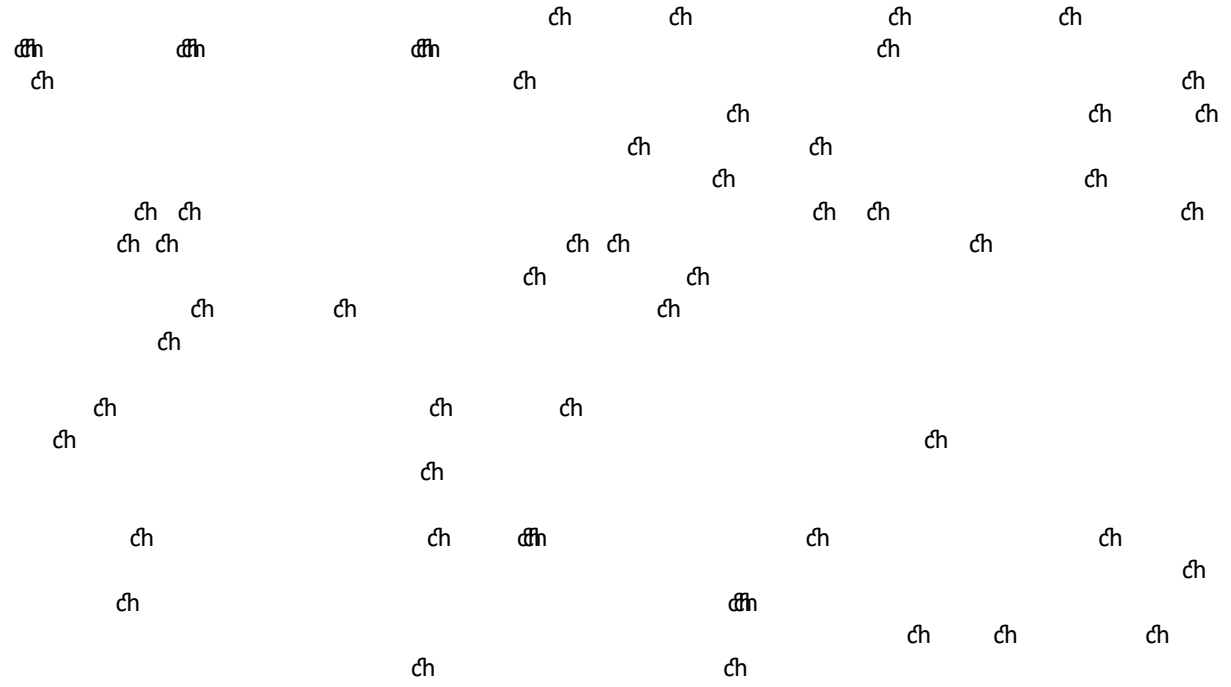









b) UN Women

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. UN Women supports UN Member States as they set global standards for achieving gender equality and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide.

c) Implementing the MOWIP in the Republic of Sierra Leone Armed Forces



Pre-deployment stage: including factors that affect force generation		Significance	Cross-cutting issue areas	
	Eligible pool ch	Medium	Gender roles	Social exclusion
	Deployment criteria ch	High		
	Deployment selection ch	Medium		
	Household constraints ch	High		
Deployment stage: including difficulties for women during operations			Do preconceived attitudes about women preclude their ability to deploy?	Are women treated as equal members of the team?
	Peace operations infrastructure	High		
	Peace operations experiences ch	Low		
Post-deployment stage: including factors that affect redeployment			Medium	Medium
	Career Value ch	Low		
All Stages				
	Top-down leadership ch ch ch	Low		

4) The ten issue areas shaping women's participation in peace operations in the Sierra Leone Armed Forces



Issue area 1 ch ch ch

Medium

Issue Area 1: The eligible pool issue area explores whether there are enough women in the RSLAF to meet the UN Uniformed Gender Parity Strategy targets for 2028 based on the number of women in the Armed Forces and their distribution across rank and role.

Summary Results

Main Opportunities:

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Main Barriers:

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Differences in Perception and Experience:

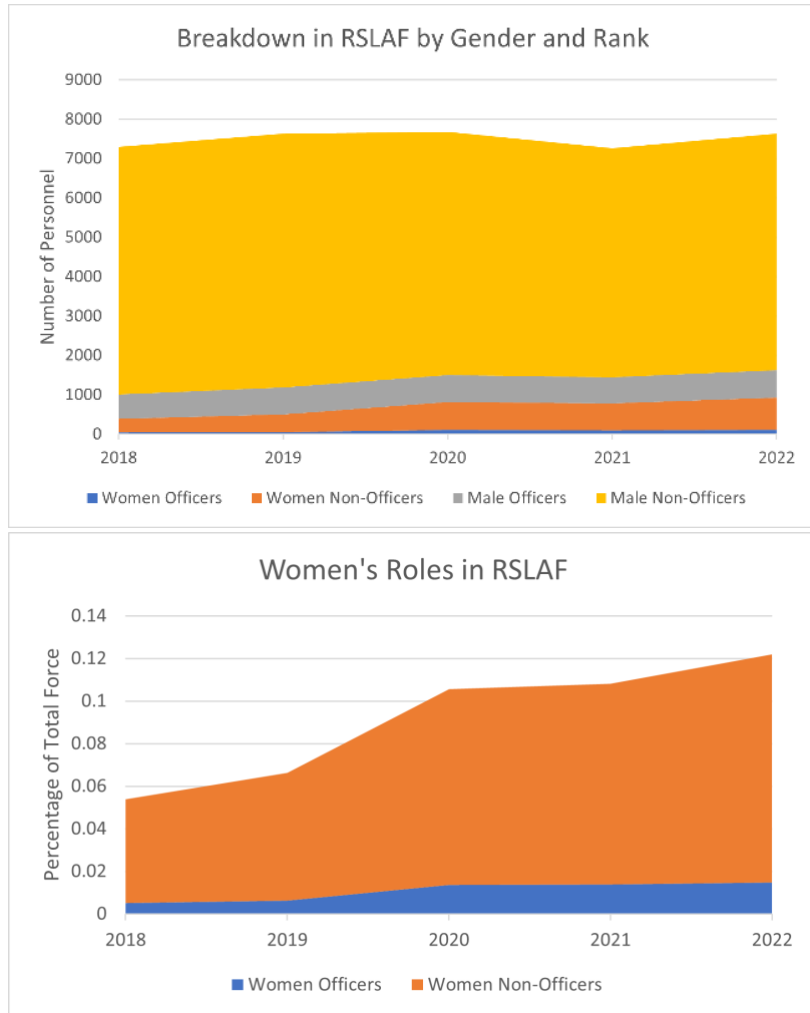
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Key Recommendations:

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Detailed Results

Figures 1.1 and 1.2 : Gender in RSLAF by Rank



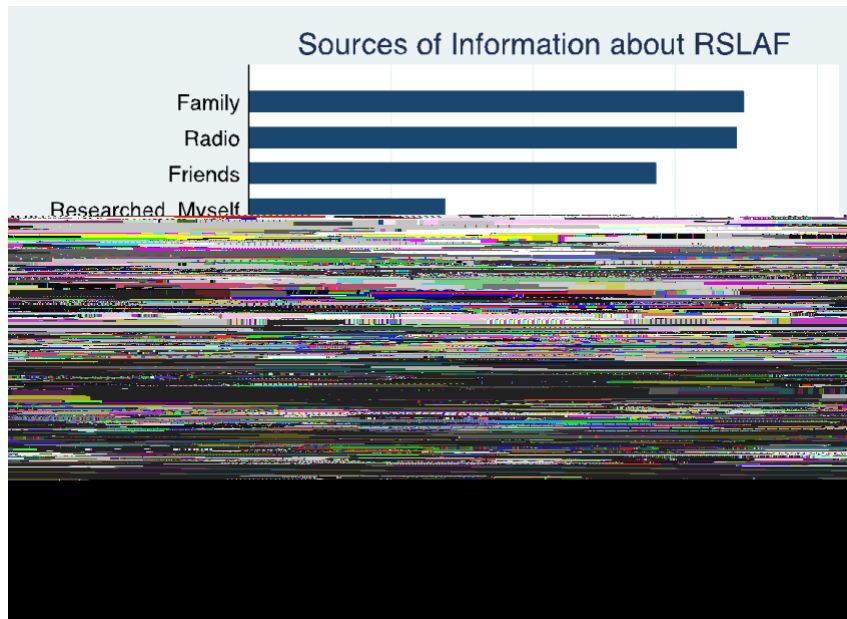
i. Good practices

There has been Long-Term Interest in Recruiting Women

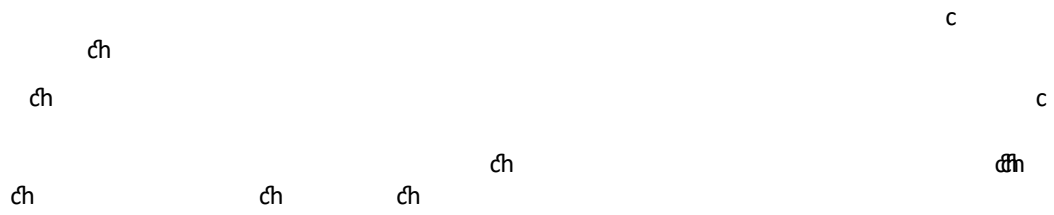
Women's Representation in the Armed Forces is Increasing, Including in Combat Roles

Information about Enlisting in the Armed Forces is Widely and Publicly Available, and Men and Women Enlist through Comparable Processes

Figure 1.3 How have you accessed information on enlisting in RSLAF ?



Adequate Equipment is Provided for Personnel



There Are Women's Associations, and Women Participate at High Rates

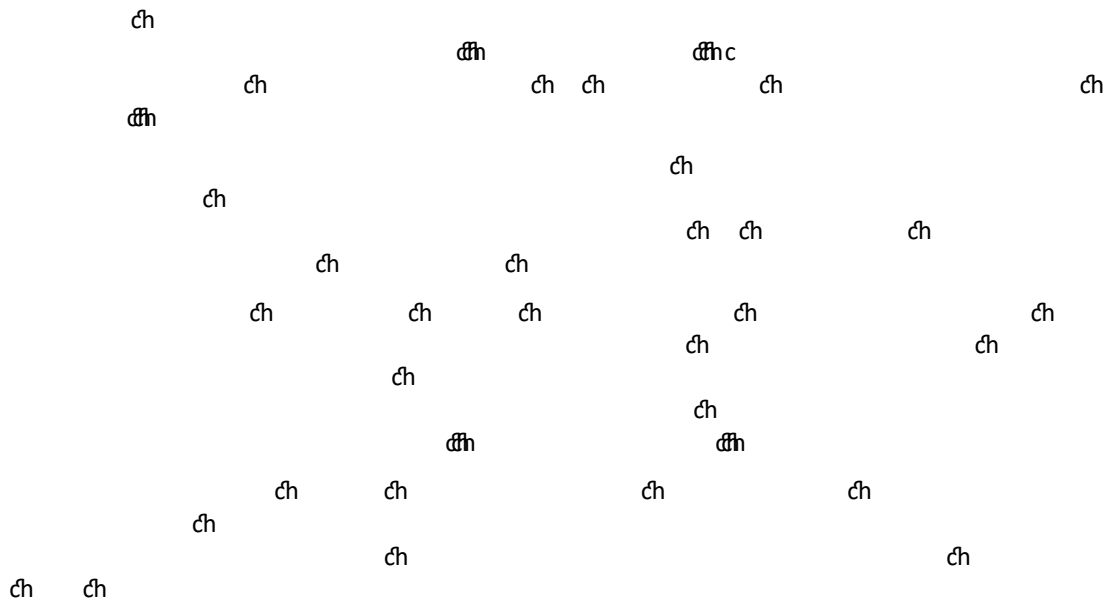
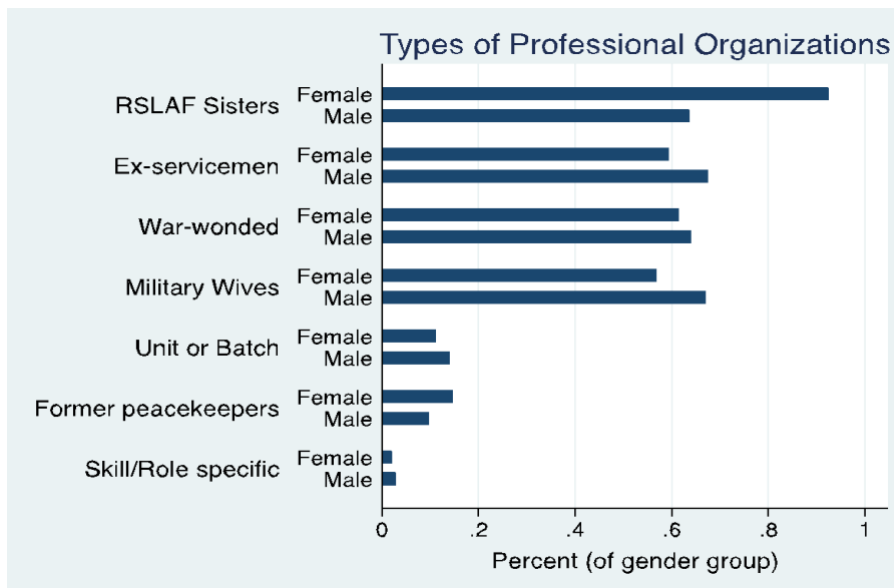
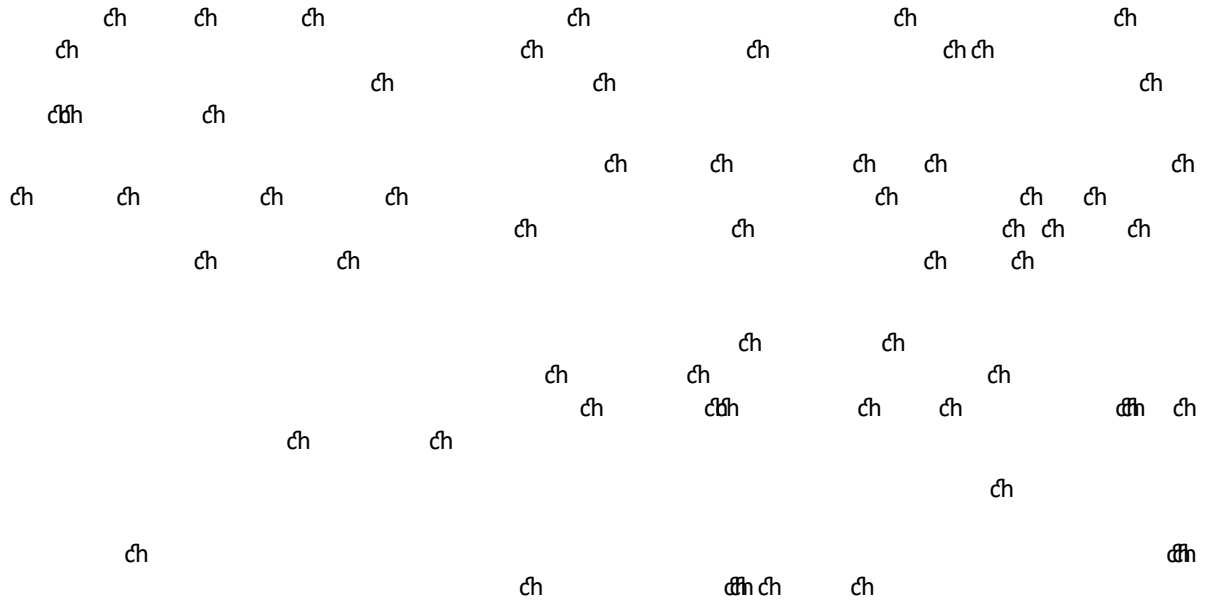


Figure 1.4. Which professional organizations associated with RSLAF have you heard of?



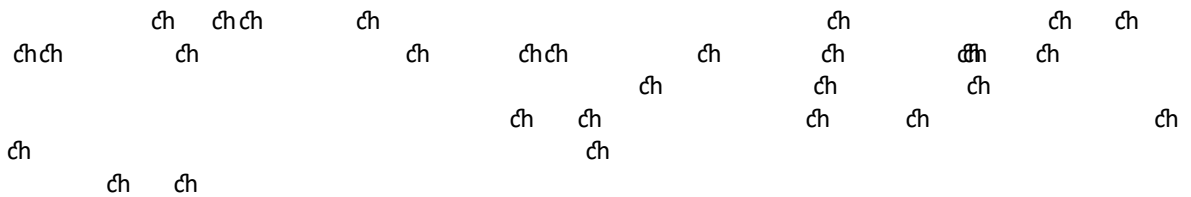
Women Take on Leadership Roles and Managerial Positions, Despite Gender Disparity



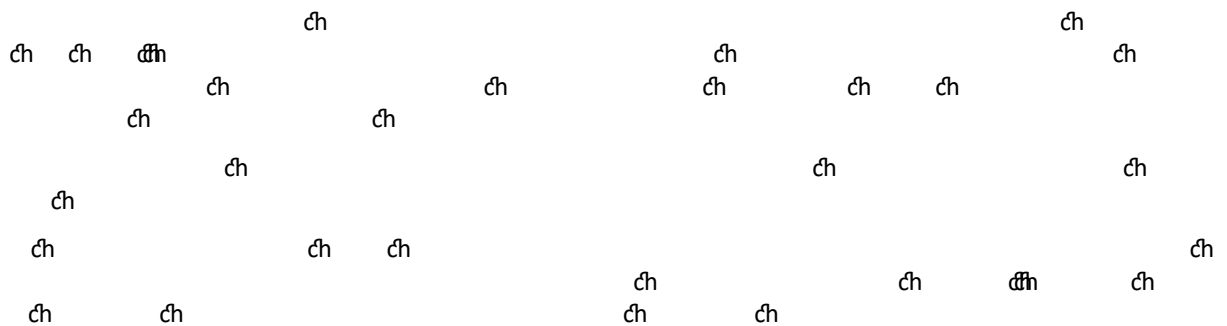
Personnel Do Not Consider Leaving RSLAF at High Rates



Interest in UN Deployment is High



Due to Quotas, Women Are More Likely to Deploy on UN Missions, Primarily as Staff Officers



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It is Difficult to Change Specialties

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Women are Not Represented on Promotion Boards

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Men and Women Do Not Access Training Opportunities at the Same Rate

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Summary of Results

Main Opportunities:

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Main Barriers:

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Differences in Perception and Experience:

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Key Recommendations:

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Detailed Results

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Requirements for Staff Observers

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Requirements for Deployment with a Battalion

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The Makeup of Exams and Tests

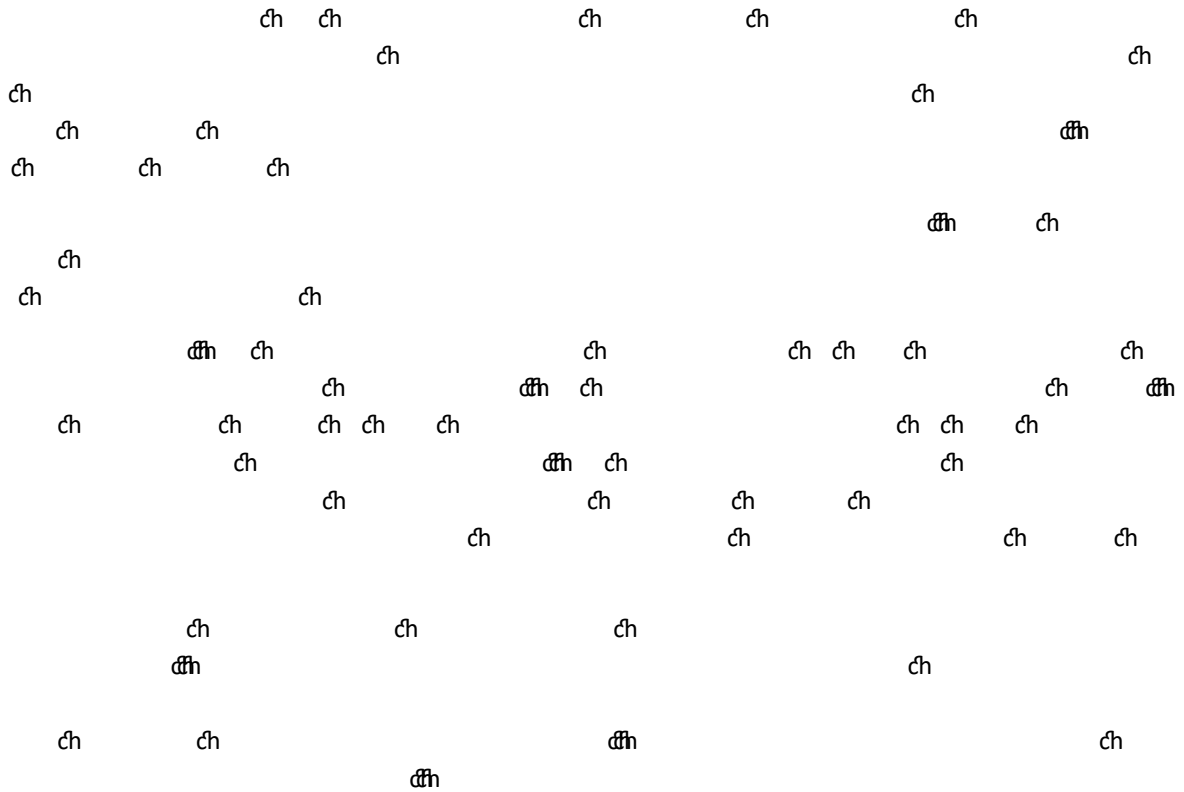


Table 2.1. Knowledge of Requirements for Deployment as Staff Observers

	Men		Women	
	Commissioned	Non-Commissioned	Commissioned	Non-Commissioned
Driver's Test	72%	47%	59%	24%
Physical fitness test	84%	93%	92%	81%
Medical test	75%	79%	89%	67%
Written test	39%	48%	38%	45%
Computer skills test	28%	15%	41%	13%

Combat/small arms test	47%	44%	71%	39%
Certain rank	42%	17%	34%	8%
Certain # years of experience	28%	20%	30%	10%
Communication skills	53%	55%	83%	39%
Conflict resolution skills	49%	40%	68%	36%
Gender sensitivity test	32%	25%	38%	24%

Table 2.2 Knowledge of Requirements for Deployment with Battalions

	Men		Women	
	Commissioned	Non-Commissioned	Commissioned	Non-Commissioned
Driver's Test (NA)	70%	46%	70%	21%
Physical fitness test	82%	84%	87%	63%
Medical test	68%	64%	82%	56%
Written test (NA)	46%	36%	36%	36%
Computer skills test (NA)	28%	17%	43%	17%
Combat/small arms test	44%	31%	67%	33%
Certain rank	47%	18%	37%	17%
Certain # years of experience	30%	20%	34%	22%
Communication skills	53%	48%	71%	29%
Conflict resolution skills	46%	36%	68%	29%

Gender sensitivity test	37%	15%	42%	21%
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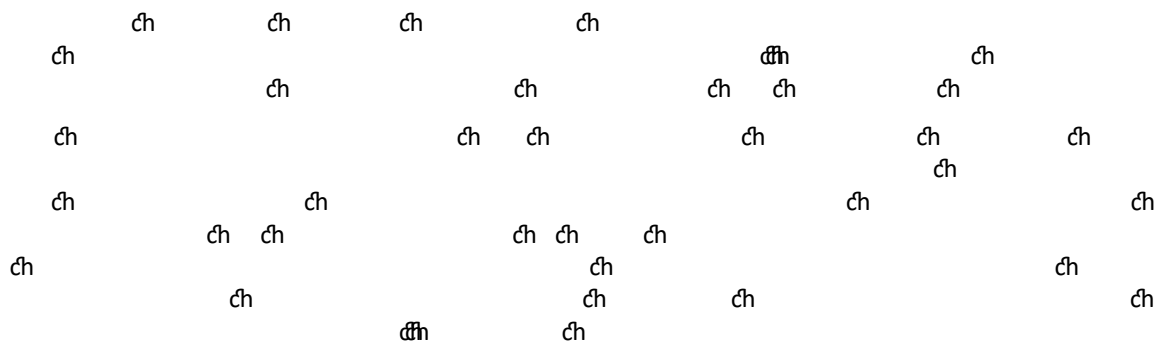
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Table 2.3 Do People Believe They Have Necessary Skills to Deploy

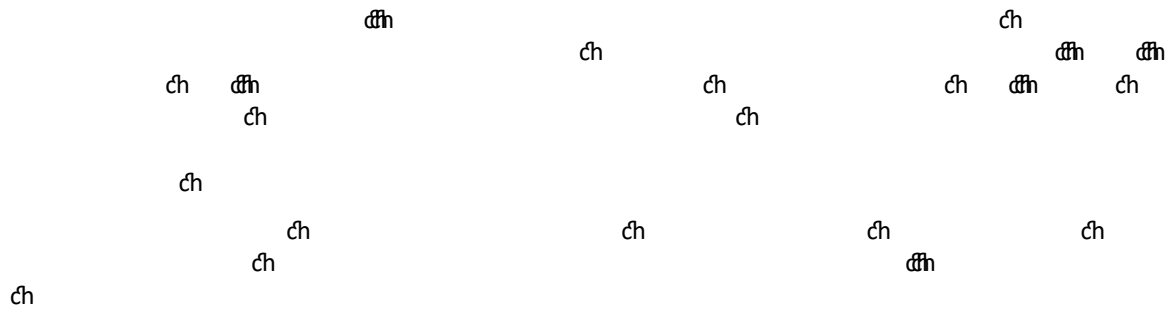
	Men		Women	
	Commissioned	Non-Commissioned	Commissioned	Non-Commissioned
Driving skills	54%	25%	30%	18%
Physical fitness	63%	60%	63%	65%
Medical fitness	67%	60%	79%	61%
Computer skills	53%	21%	50%	25%
Combat/tactical skills	60%	44%	55%	65%
Certain rank	23%	11%	16%	9%
Years Experience	49%	36%	49%	23%
Communication skills	84%	74%	89%	67%
Conflict resolution skills	75%	53%	55%	61%
Gender sensitivity	33%	21%	53%	22%

i. Good practices

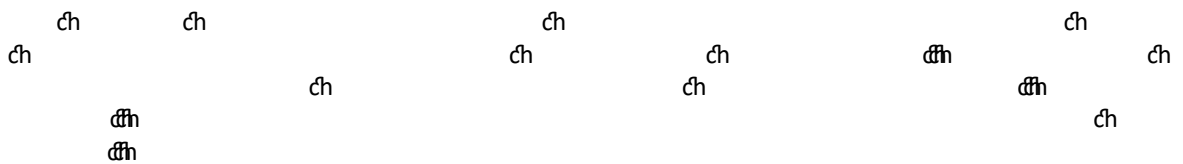
Respondents Overwhelmingly Feel UN Pre-deployment Training Prepared Them for Deployment



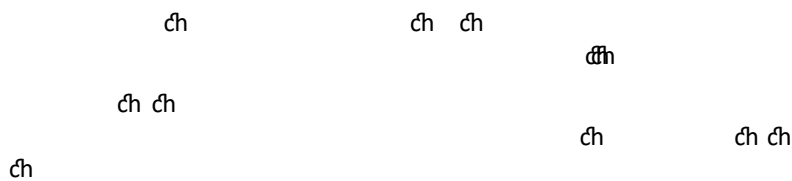
Courses, Trainings and Workshops are Available to Teach Required Skills



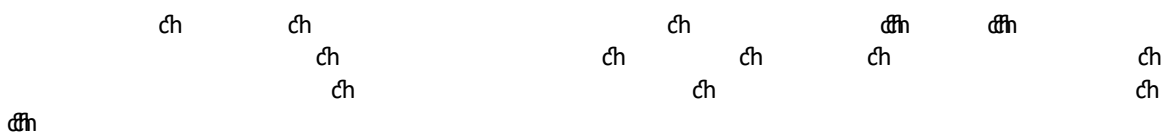
Respondents are Aware of Disciplinary Record Requirements for Deployment



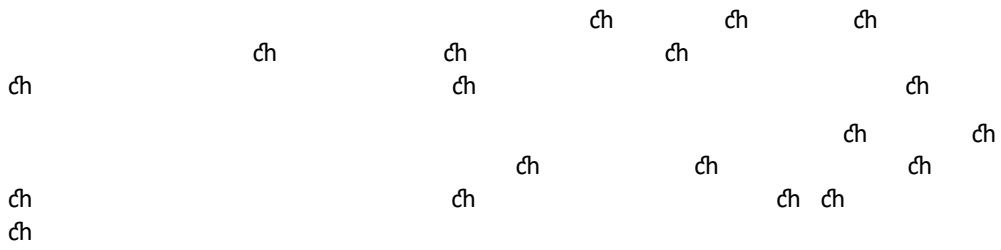
Most Respondents Believe They Have the Necessary Skills and Rank for Peacekeeping Operations



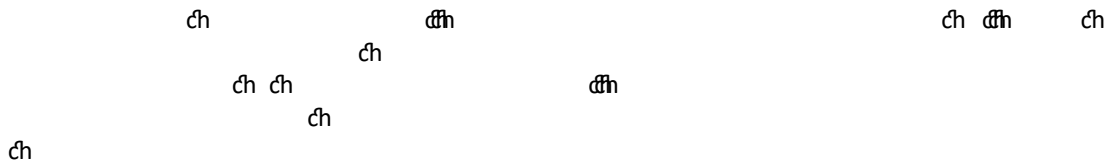
Personnel Feel Comfortable Approaching Senior Officers About Deployment Issues



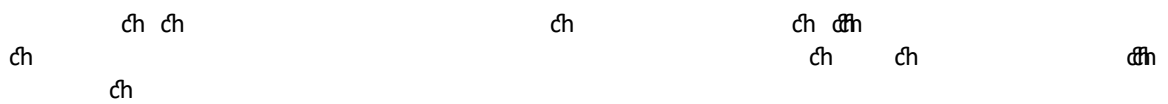
Age is a Requirement, and Years of Experience are Required



Personnel Believe They Have the Necessary Combat/Tactical Skills



Most Personnel Believe They Have Necessary Communication, Conflict Resolution Skills

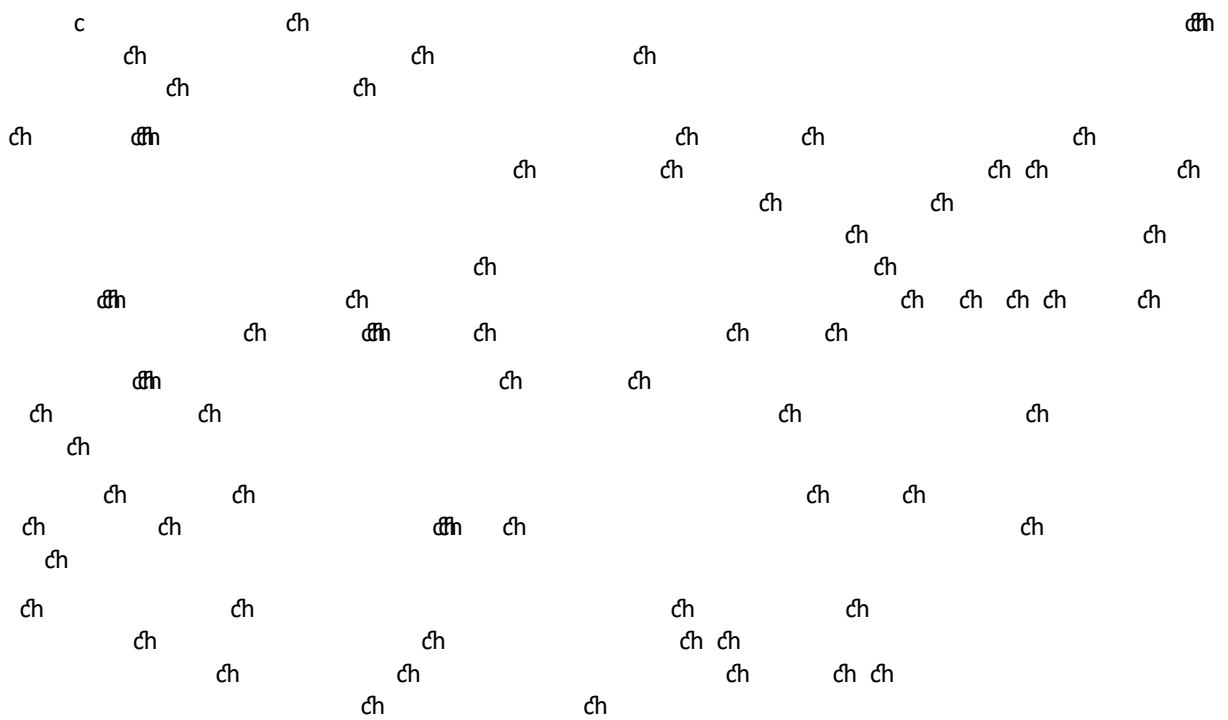


Most Personnel Believe There is a Standardized Process for Recruitment to UN Missions



ii. Main barriers

Most personnel are Unaware of Many of the Tests Required for Deployment



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Many Personnel Do Not Know Communication, Conflict Resolution Skills are Required for Deployment

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Personnel Do Not Have Required Driving Skills

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Though Personnel are Aware of Fitness and Medical Test Requirements, Many Do Not Believe They Fulfill This Requirement

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Most Personnel Do Not Know Gender Sensitivity Questions Are Included in the Selection Process

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Many Respondents Do Not Have Passports

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Most Personnel Lack Computer Skills

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Some Personnel Believe Language Skills are Required for Deployment

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Personnel Do Not Know They Need Permission from Their Supervisors to Deploy

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Very Few Personnel Believe Knowing Local Language of the Host Country or the Ability to Work with the Local Population is Important

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Summary of Results

Main Opportunities:

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Main Barriers:

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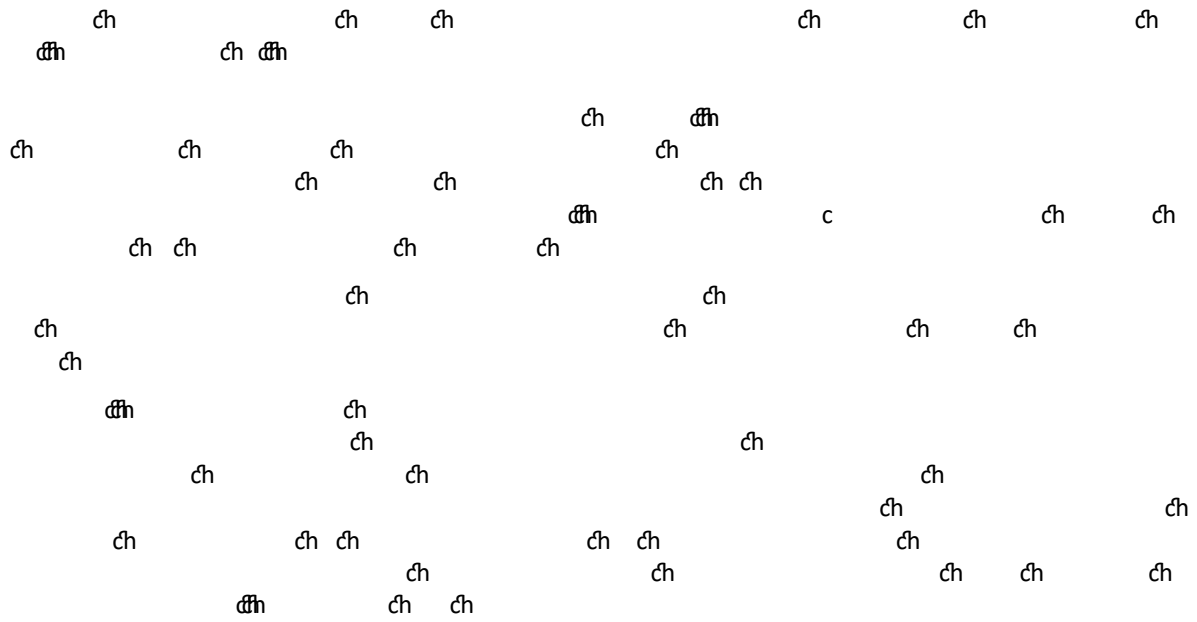
Differences in Perception and Experience:

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Key Recommendations:

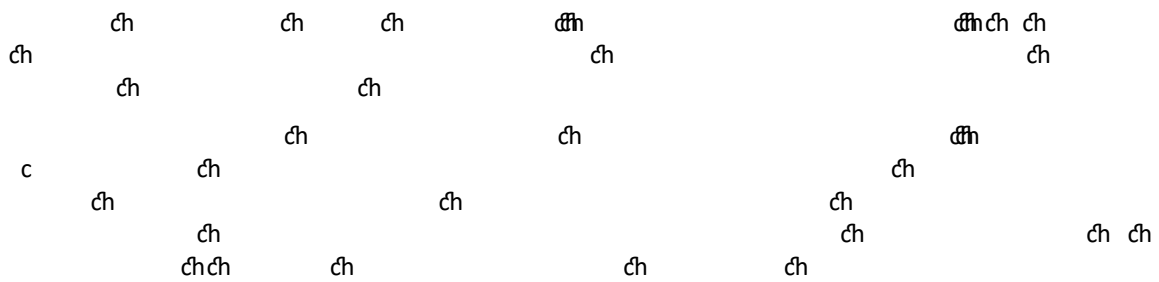
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Detailed Results

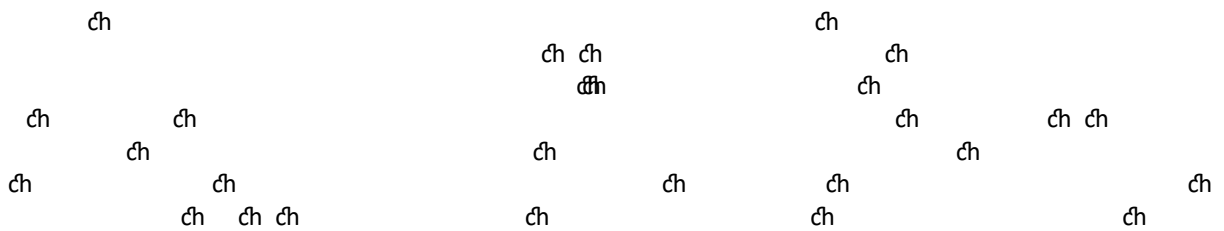


i. Good practices

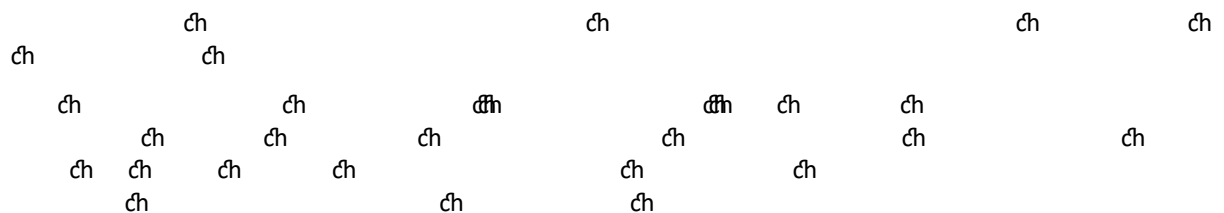
Men and Women Equally Likely to Be Selected Individually



Personnel are Equally Likely to Hear About Deployment Opportunities Across Branches



Gender Discrimination is Not Found in Voluntary Deployments



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Information About Opportunities to Deploy is Limited

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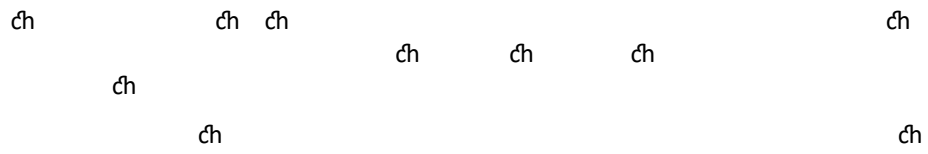
There are High Rates of Failure on the Pre-Deployment Testing Requirements

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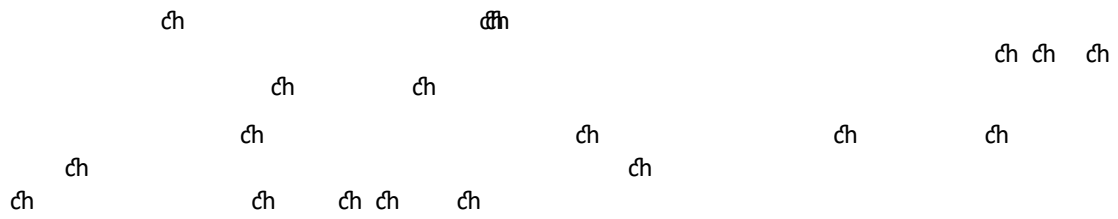
Personnel Deploying as Observers Spend Money on Pre-Deployment Costs

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Personnel Have Mixed Views on the Fairness of Deployment Selection



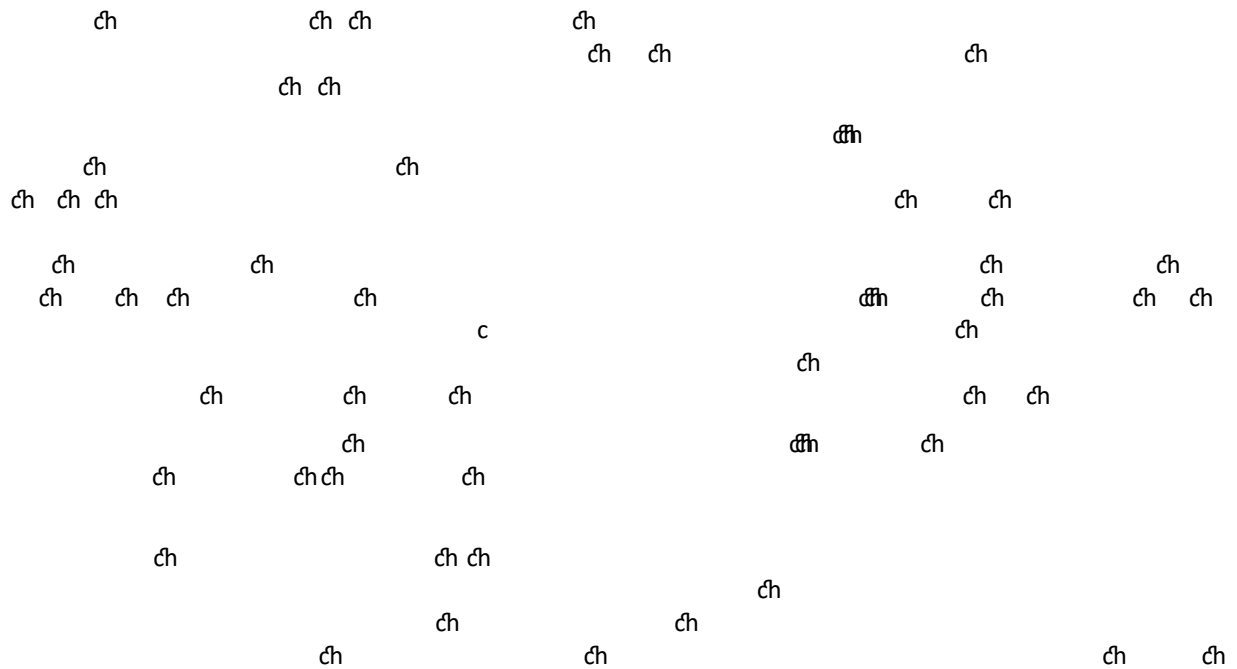
Women are More Likely than Men to See Issue Area 3 (Selection) as a Top Barrier



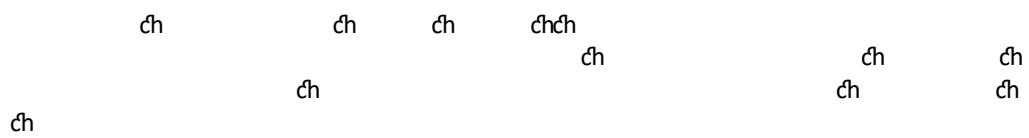
Detailed Results

i. Good practices

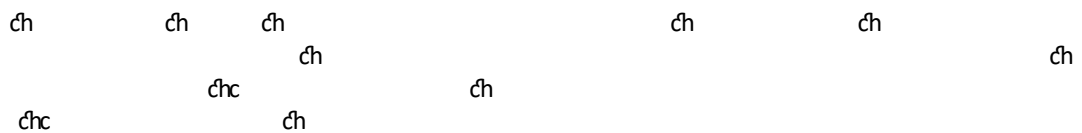
Pregnant Women are Now Allowed to Stay in the Armed Forces



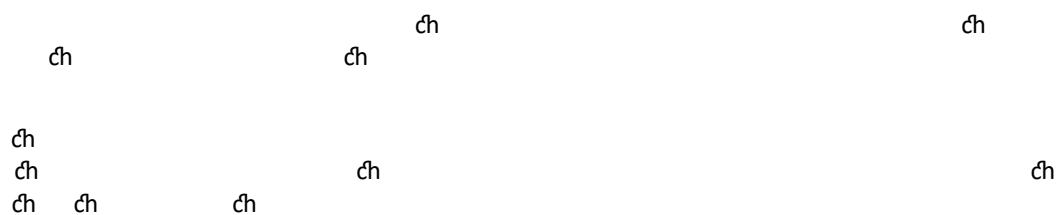
Personnel Do Not Feel Like They Lose Out on Career Opportunities by Taking Leave



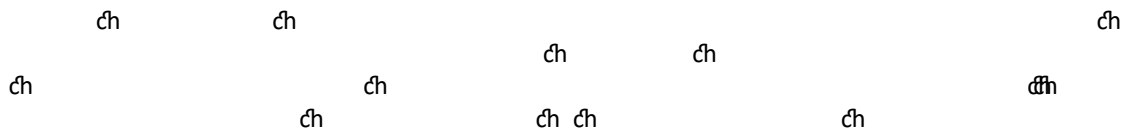
Personnel Do Not Believe Family Considerations Factor into Their Choices to Deploy



Personnel Do Not Think Deployment Hinders Their Ability to Be Good Parents



Women Believe Their UN Allowance is Sufficient to Support a Household



There is Some Flexibility in Work Schedules

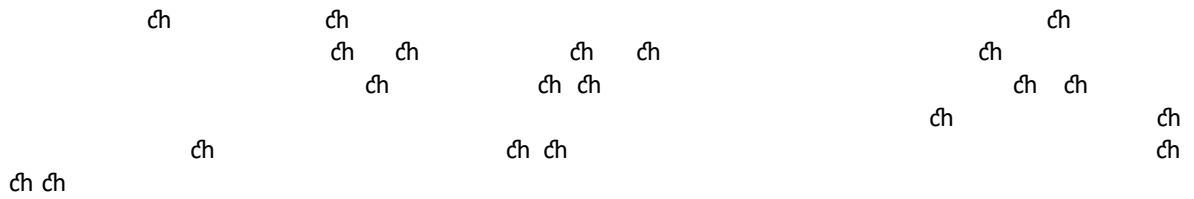
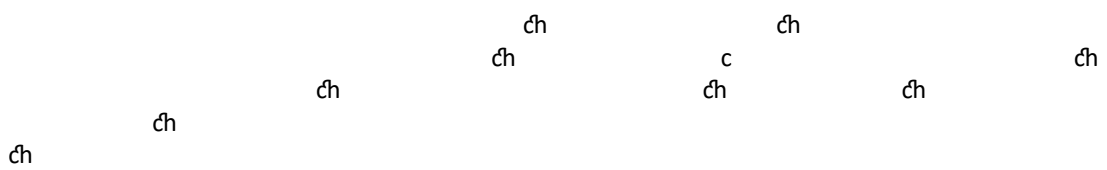


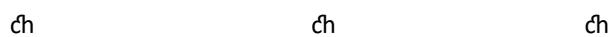
Table 4.1: What flexible working options are/have been available in RSLAF?

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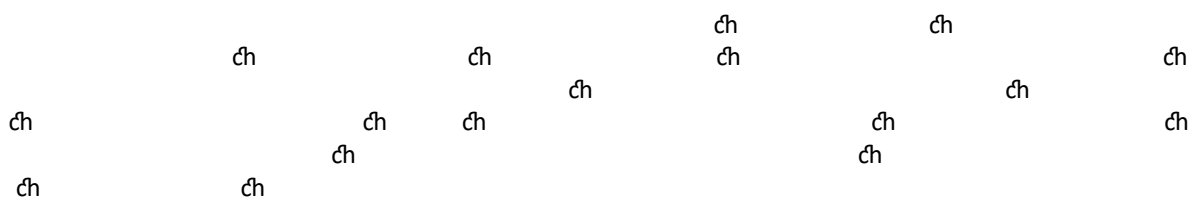
Families of Deceased Peacekeepers are Compensated



Families of Peacekeepers Are Entitled to Healthcare



Extended Families Provide Childcare



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Women Feel They Must Receive Permission from Their Families to Deploy

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Personnel are Not Aware They Can Take Vacation While Deployed

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Men and Women Deploy at Different Ages and Life Stages

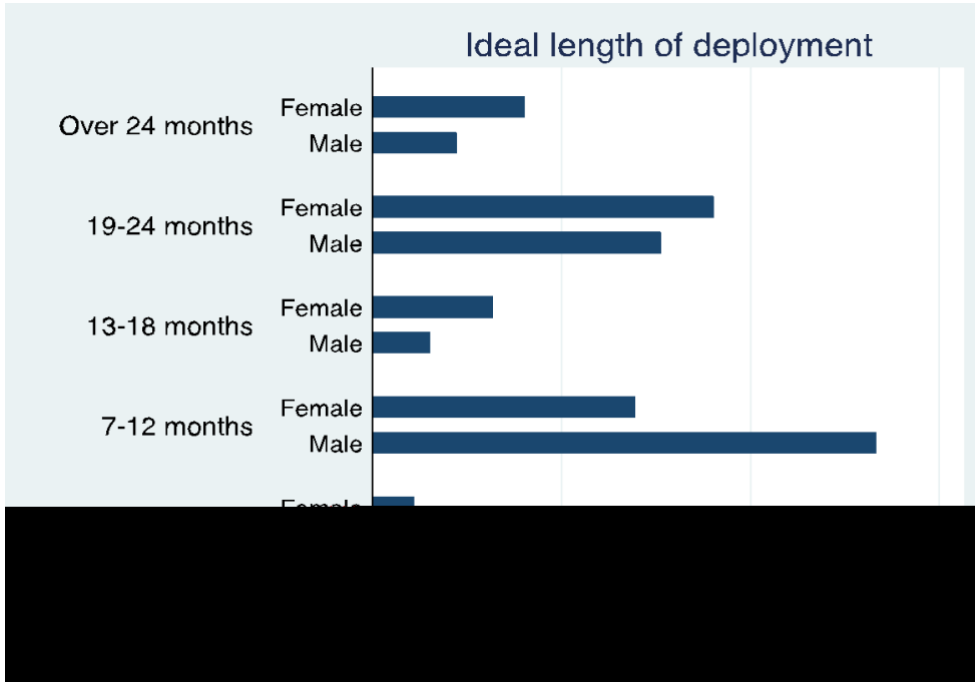
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Deployment Lengths are Different Than Is Ideal for Many Personnel

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Figure 4.1: How long would be ideal for an average deployment?



There are Childcare Options, but the Options are Limited

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Differences in Perceptions and Experiences:

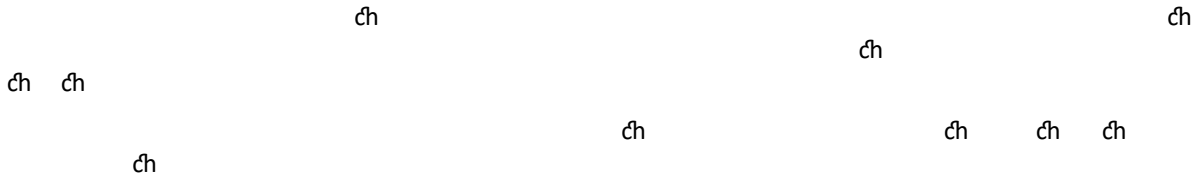
- ch ch

Key Recommendations:

- ch ch ch ch
- ch
- ch ch ch ch

ii. Main barriers

Peacekeeping Training is Not Offered as In-Service Training



Many Personnel do Not have Access to their Preferred Bathrooms on Mission



Not all Equipment and Facilities on Mission are Adequate

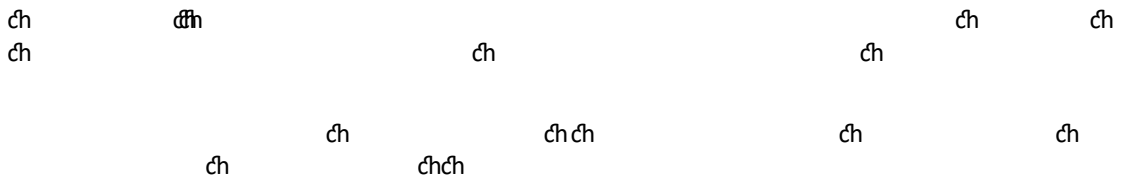
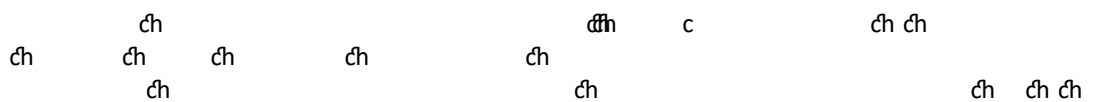


Figure 4.4. What type of facilities were inadequate during any UN mission on which you have deployed?



Birth Control is not Widely Accessible on Missions



ch ch ch ch ch ch ch ch ch ch ch ch ch ch
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RSLAF does Not Have the Infrastructure to Send Formed Contingents

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There are No Sierra Leonean Consulates in Host Countries

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Infrastructural Deficits are Viewed as a Top Challenge for Both Men and Women Peacekeepers

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There are Concerns about Height when it Comes to Driving

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Issue area 6

Low

ch ch ch ch

Summary of Results

Main Opportunities:

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 ch ch ch ch ch ch ch
 ch ch ch ch ch ch ch
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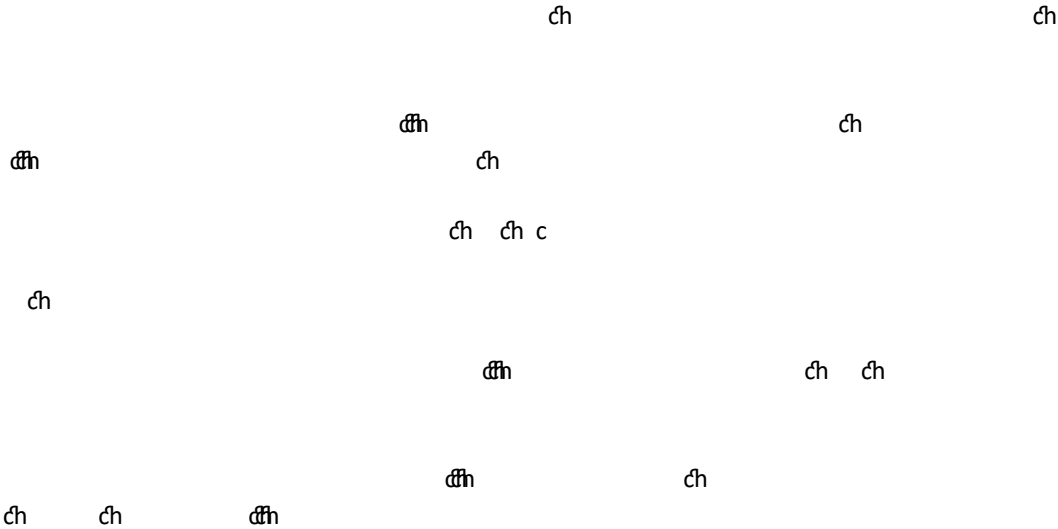
Main Barriers:

ch ch ch ch ch ch ch
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Differences in Perception and Experience:

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 ch ch ch ch ch ch ch
 ch ch ch ch ch ch ch
 ch ch ch ch ch ch ch

Key Recommendations:



Detailed Results

iii. Good practices

Almost All Respondents Believe They Will Receive Benefits from Deployment

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Personnel Derive Professional Satisfaction from Their Contributions and Experiences on Mission

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Few Respondents Reported Challenges with Lodging, Safety, or with Other Peacekeepers

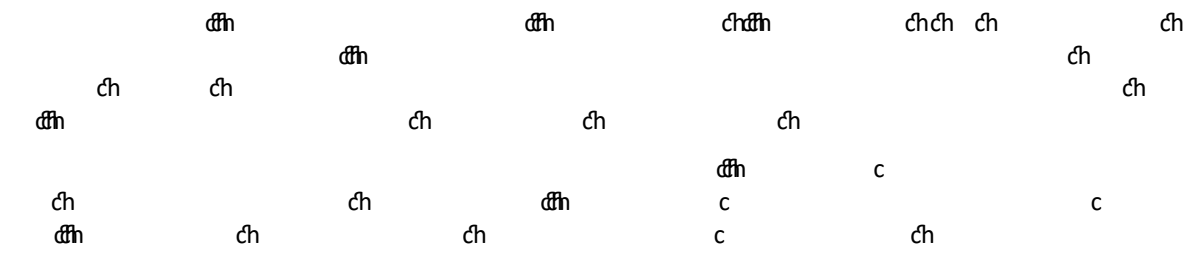
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ch ch ch ch ch ch ch ch ch ch ch ch ch
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Most Respondents Had Access to Vehicles When They Wanted Access

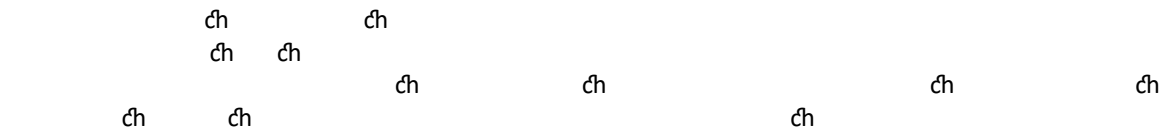
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Most Deployed Personnel Did Not Experience Unwanted Behavior, Including Unsolicited Messages and Images, Name Calling, or Harsh Criticism.

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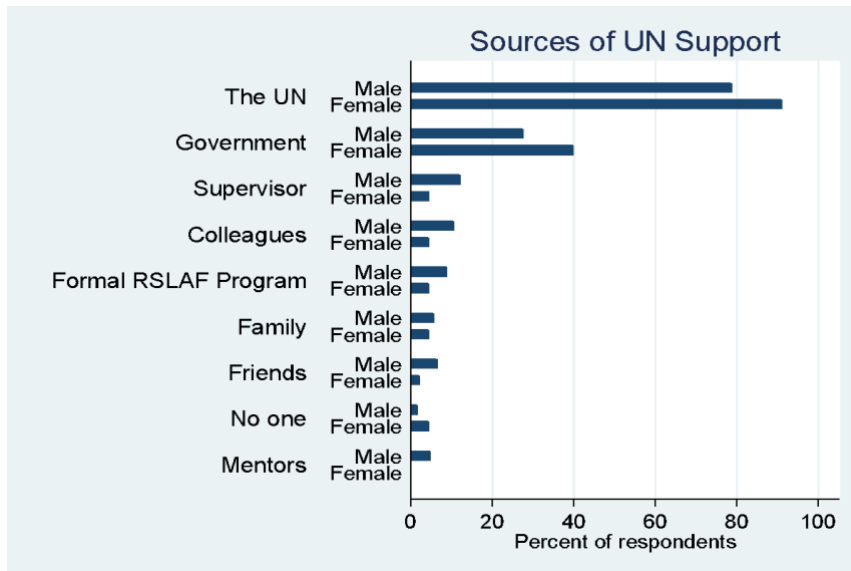
The Majority of Personnel Did Not Experience Discrimination or Favoritism on Deployments



Respondents Receive Support Transitioning Back After Deployment

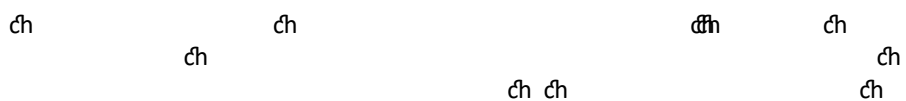


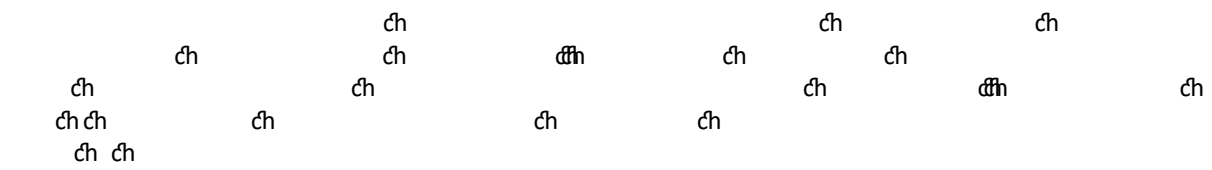
Figure 6.1. Who helped you transition/reintegrate back home after your most recent UN deployment?



iv. Main barriers

Many Personnel Have Heard Complaints About Experiences on UN Missions





Most Respondents Do Not Engage in Mentorship or Networking Opportunities on Mission

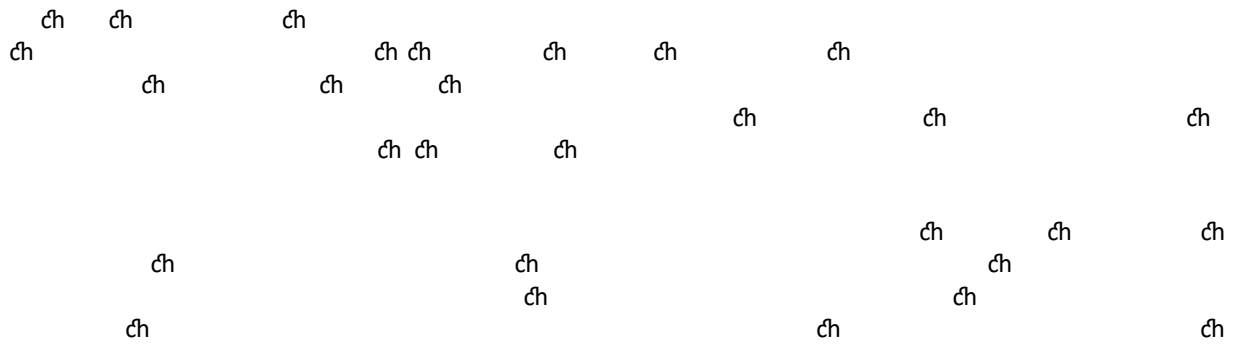
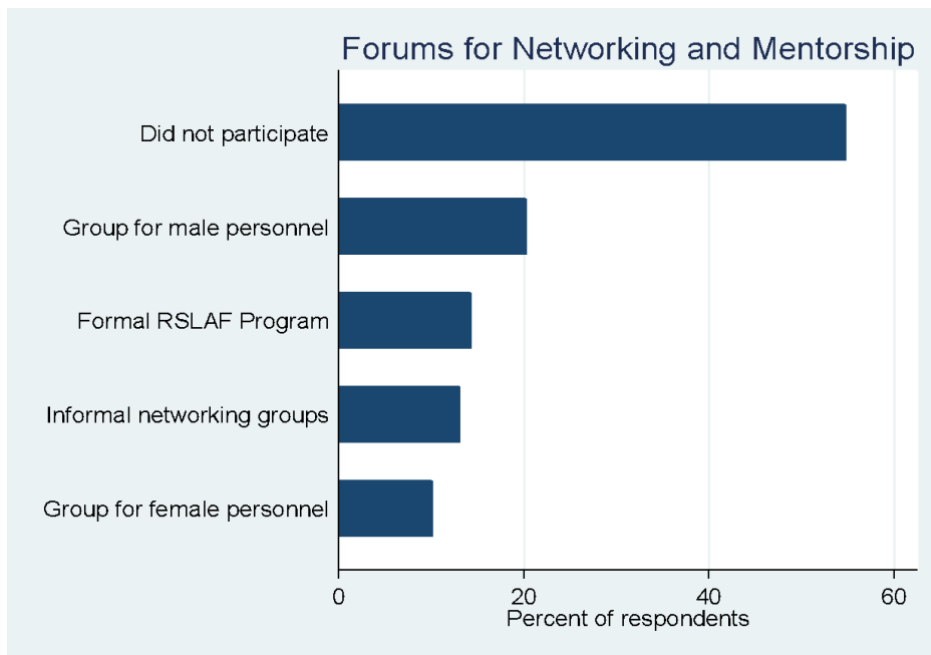


Figure 6.2. What type of Networking/Mentorship Programs did you Participate in While Deployed?



Most Personnel Reported At Least Some Challenges While on Mission

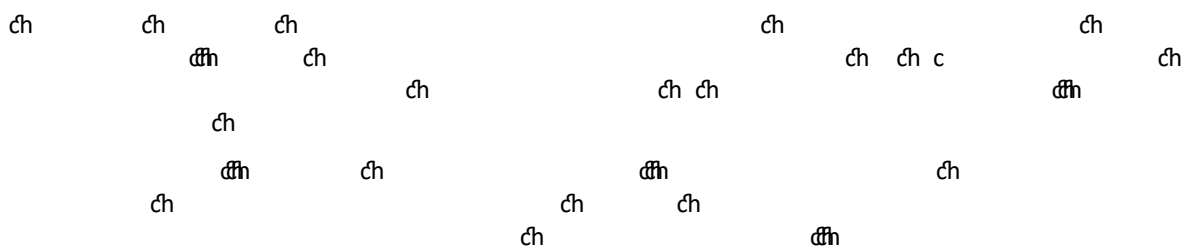
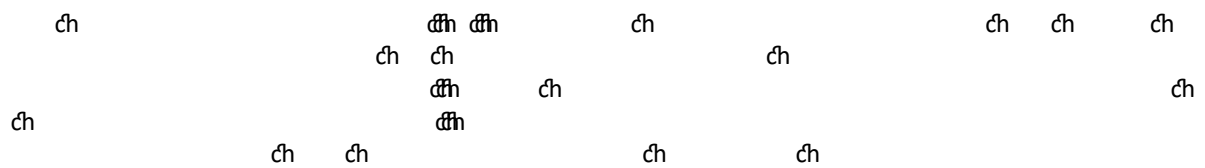


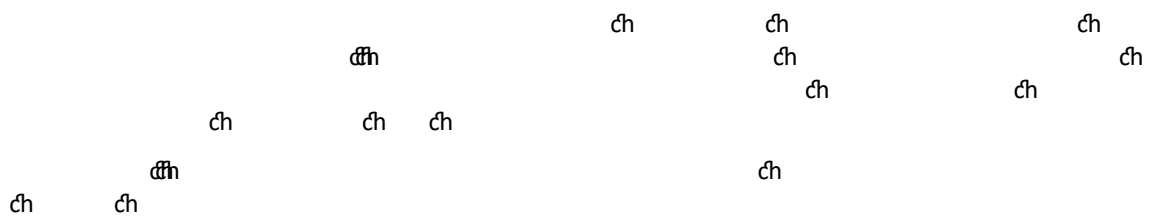
Table. 6.1. What problems have you encountered during a UN peace operation?

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Personnel Were Not Able to Leave Base/Compound without Escort



Less Than Half of Personnel Engage in Social Activities while Deployed, Though Women are More Social



Many Respondents Were Criticized by Colleagues While on Mission

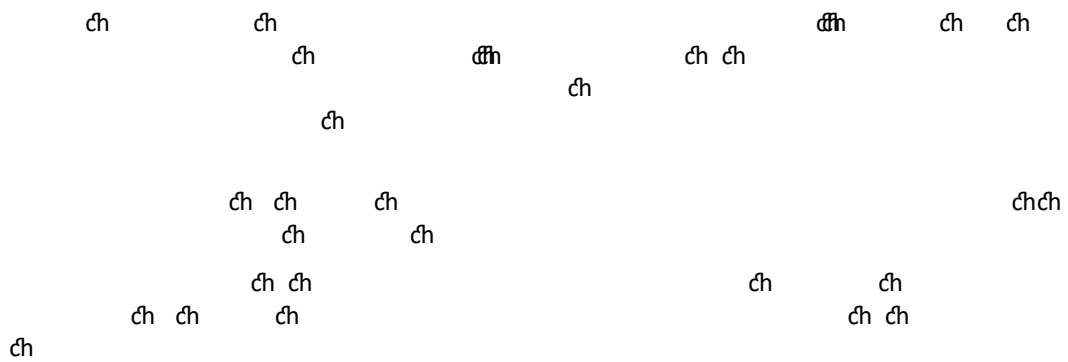
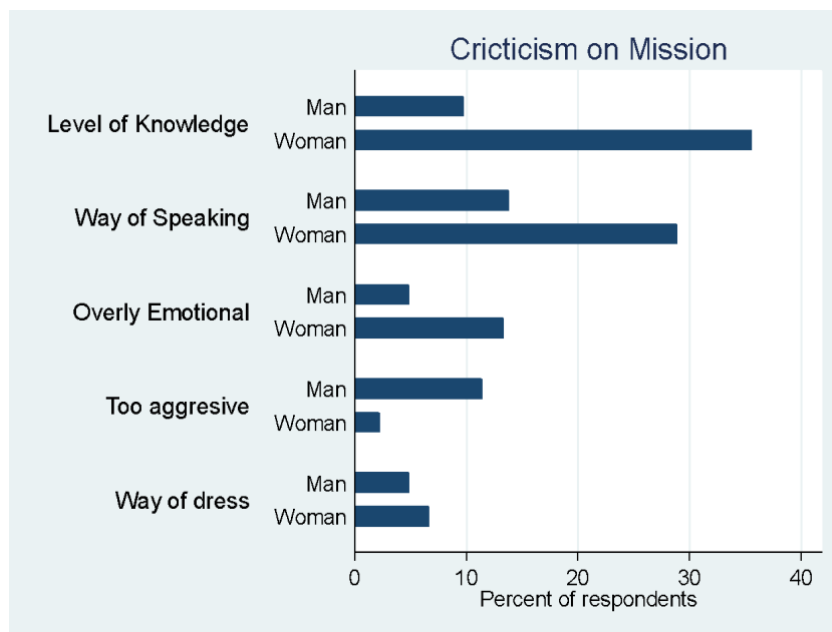


Figure 6.3. Have you Ever Been Criticized by a Colleague on the Following Bases While Deployed?



Over a Third of Respondents Believe They Would Experience Issues Upon Returning Home from Deployment

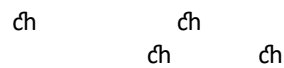


Table 6.2. What problems do you/did you encounter ON RETURN from a UN peace operation? If you have never been deployed, what problems could arise upon return?

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ch			ch	

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Issue area 7

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Low

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Summary of Results

Main Opportunities:

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Main Barriers:

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Differences in Perception and Experience:

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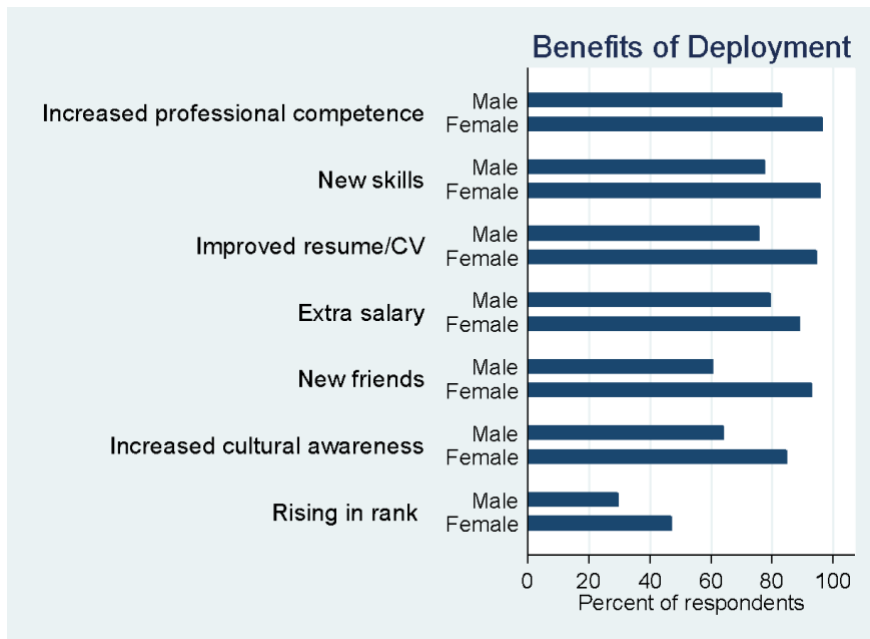
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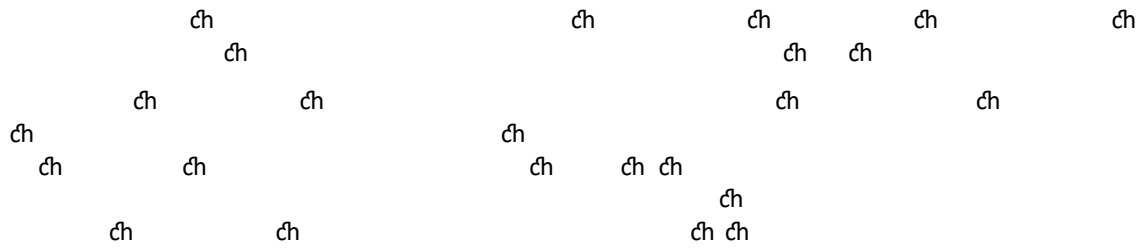
Key Recommendations:

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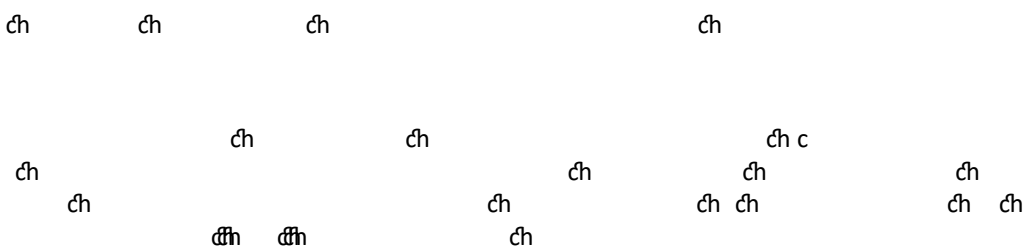
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Personnel Receive Extra Salary and Use These Funds to Support Their Families



Peacekeeping Experience Does Not Delay Promotions



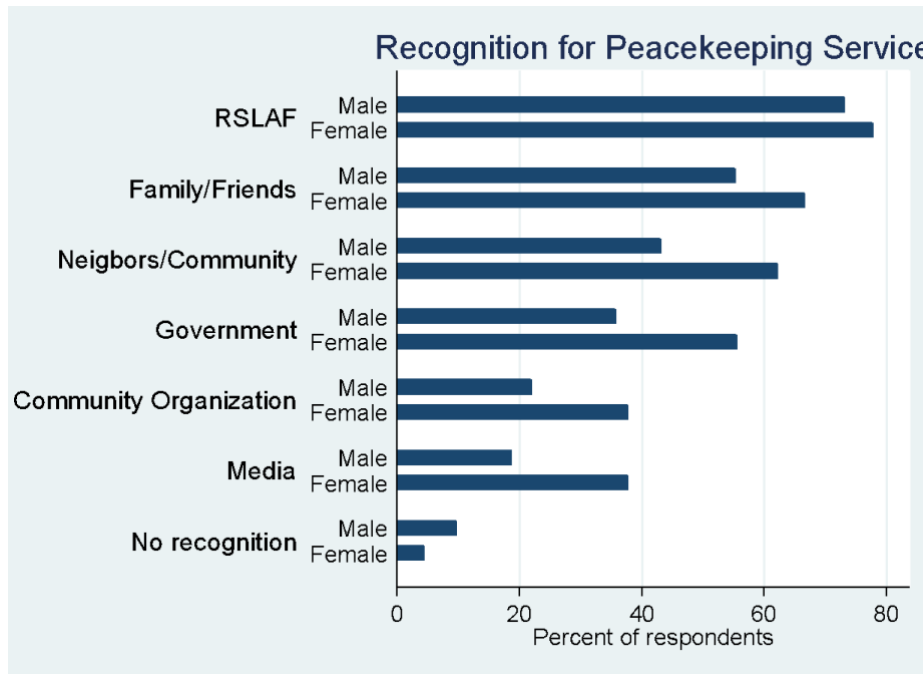
Peacekeepers Are Not Brought Home When There Are Domestic (inside Sierra Leone) Political Challenges



Peacekeepers are Recognized for Their Service on UN Missions



Figure 7.3. After returning from deployment, who or what granted you recognition for your service?



Peacekeeping on UN Missions is Integrated into the National Security Strategy

i. Main barriers

Peacekeeping is Not Formally Considered Within Promotion Decisions

Peacekeepers are Not Memorialized in Sierra Leone

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ch ch ch ch ch



Issue area 8

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Low

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Summary of Results

Main Opportunities:

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Main Barriers:

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Differences in Perception and Experience:

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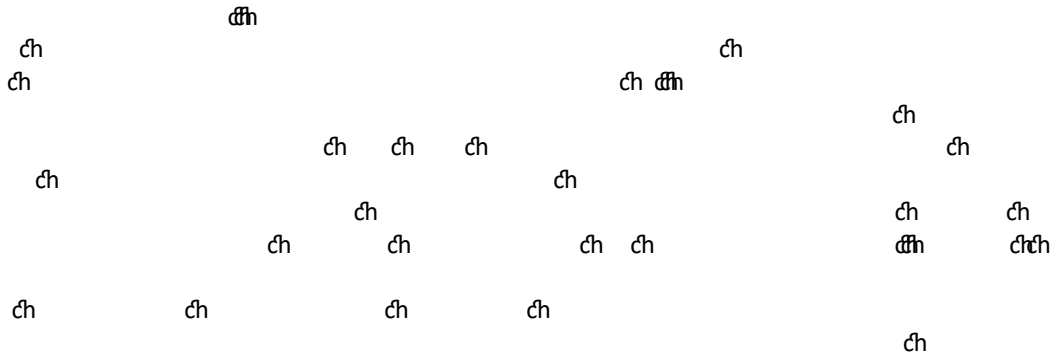
Key Recommendations:

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- ch ch
- ch ch ch ch ch ch

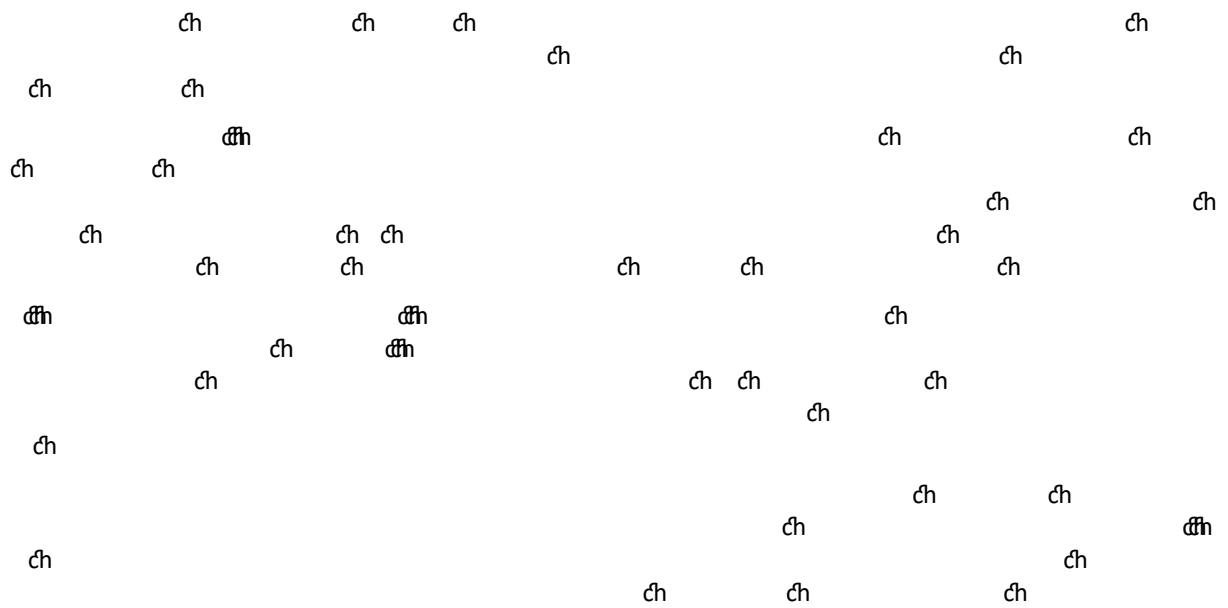
Detailed Results

i. Good practices

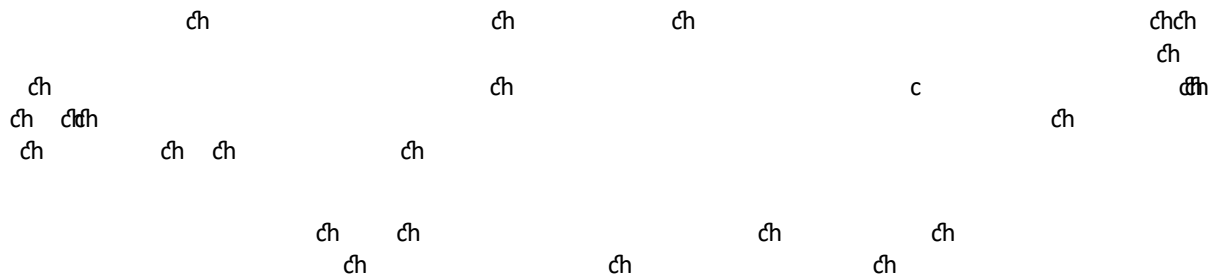
Senior Leaders Consider Peacekeeping as Strategically Important for Sierra Leone



Increasing Women's Inclusion in Peacekeeping is Included Within the National Action Plan



There is a Gender Mainstreaming Policy



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ch

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There are Gender Advisors and a Gender Directorate

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Gender Focal Points Have Been Identified, But Require More Training

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There is a Gender Toolkit/Report

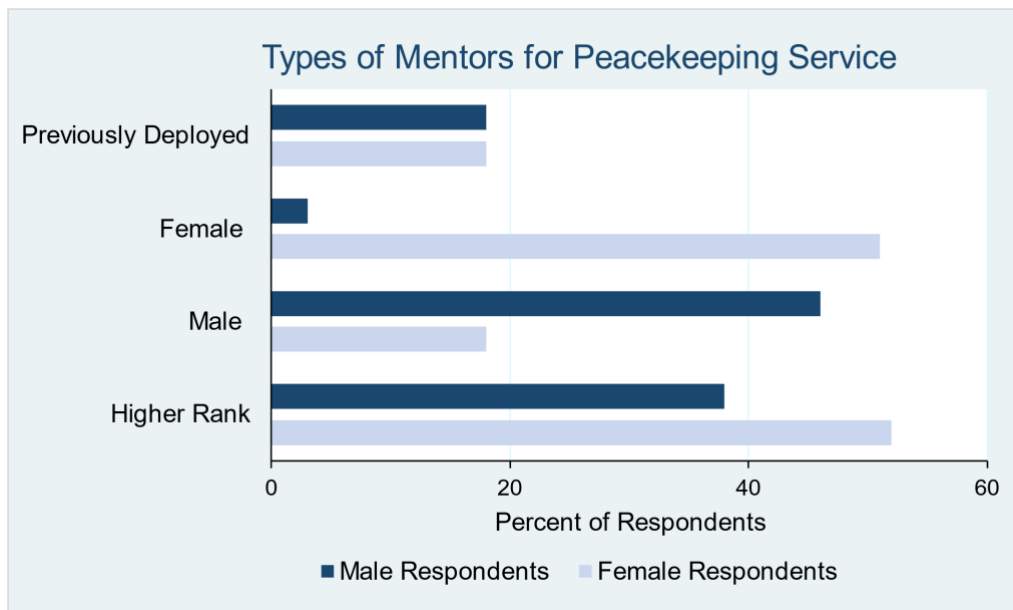
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Personnel Are Aware of Trailblazing Women as Potential Role Models

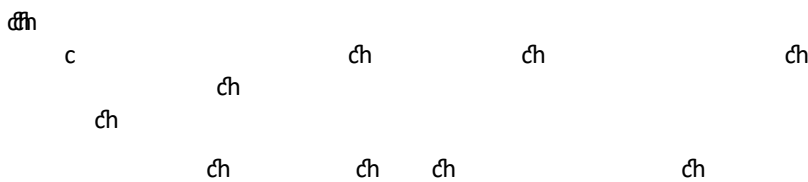
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c ch c ch c ch c ch c
ch ch ch ch ch ch ch ch ch

There is a Formal Woman's Association

Most Personnel Have At Least One Mentor



Senior Leaders, Personnel and New Recruits are Trained on Gender Issues



Senior Personnel Promote Gender Trainings

Senior Leadership Have Taken Some Steps to Punish and Speak Out Against SEA

Personnel are Willing to Approach Leadership About Various Challenges

Senior Personnel Promote Gender Trainings

Figure 8.2. Would you be willing to approach leadership about job challenges/inappropriate behavior?

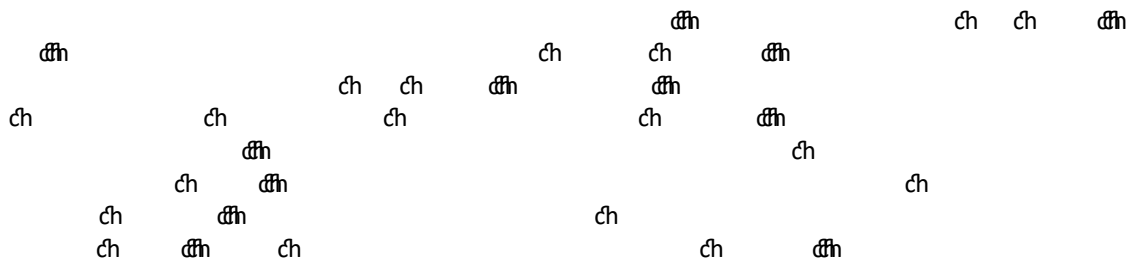
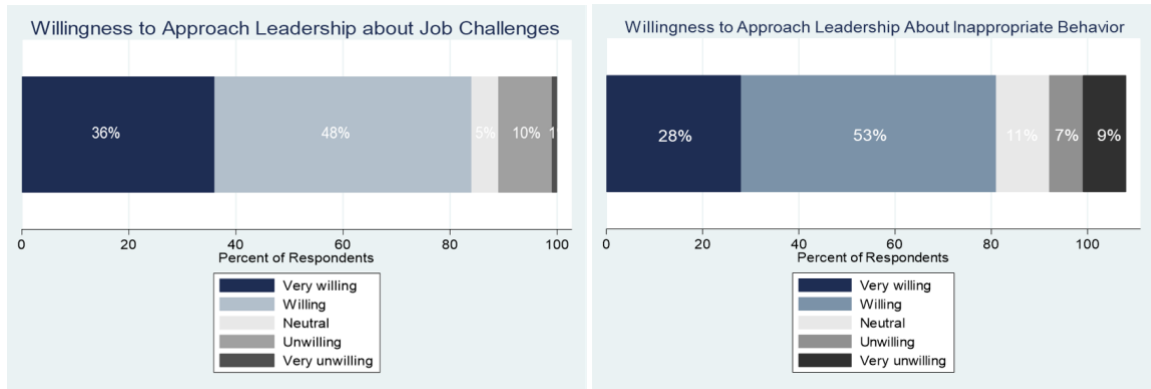
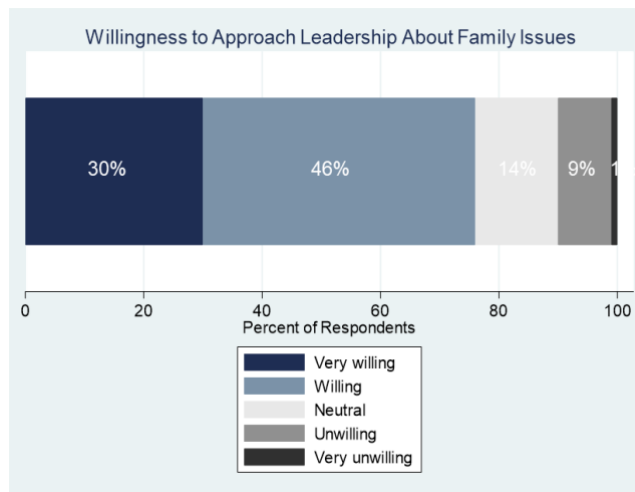
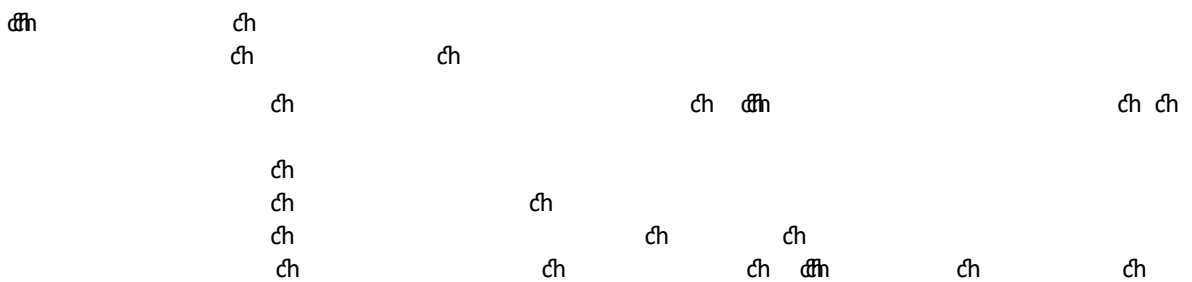


Figure 8.2. Would you be willing to approach senior leadership about family issues?



There are Male Allies Who Advance and Support Women and Women's Rights



ii. Main barriers

Many Personnel Are Not Aware of Tools and Institutions for Addressing Gender in RSLAF

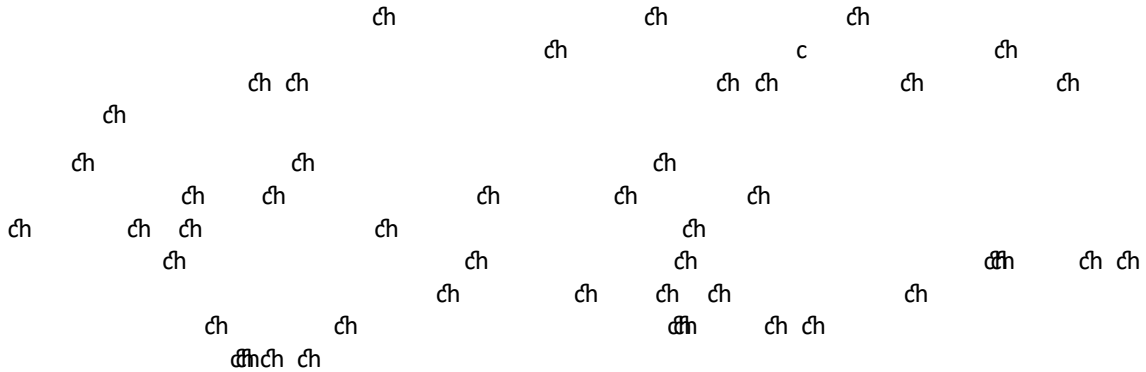
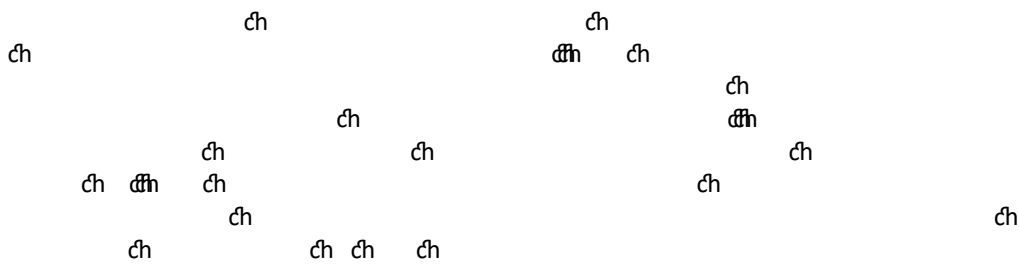
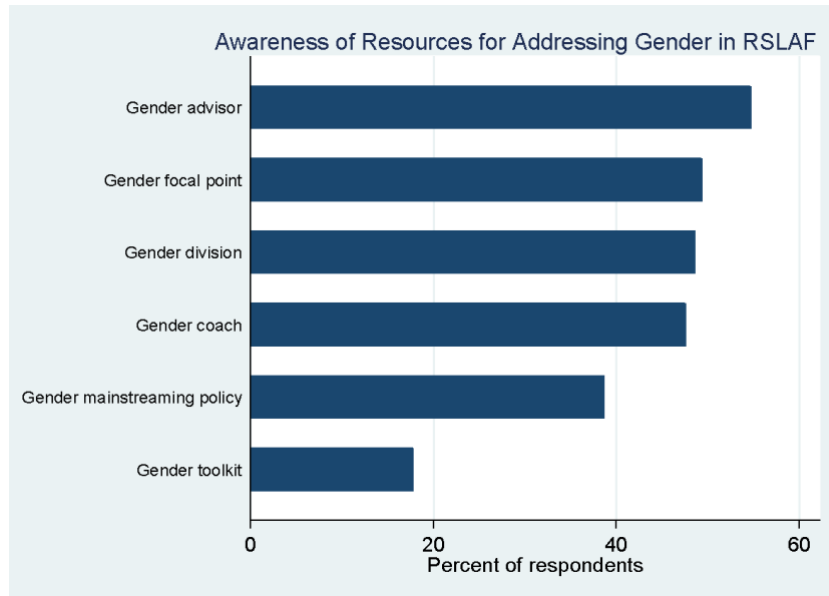


Figure 8.3. What resources are you aware of in RSLAF for addressing gender issues?



Most Personnel Do Not Have a Clear Understanding of UN Security Council Resolution (UNSCR) 1325.



Gender Training is Not Part of Pre-Deployment Training, Though Many Personnel Believe It Is

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Few Deployed Personnel Took Gender Courses While Deployed

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Issue area 9

ch

Medium

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ch ch ch

Summary of Results

Main Opportunities:

- ch ch ch ch ch ch
ch
- ch ch ch ch
- ch ch ch ch ch ch
- ch ch ch ch ch ch
ch ch ch

Main Barriers:

- ch ch ch ch ch ch ch
- ch ch ch ch ch ch ch
- ch ch ch ch ch ch ch

Differences in Perception and Experience:

- ch ch ch ch
- ch ch ch ch ch
- ch ch ch ch

Key Recommendations:

- ch ch ch ch ch ch ch ch ch ch
- ch ch ch ch ch ch

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ch

Detailed Results

i. Good practices

Personnel Interact Frequently with Locals While on Mission and In Similar Ways

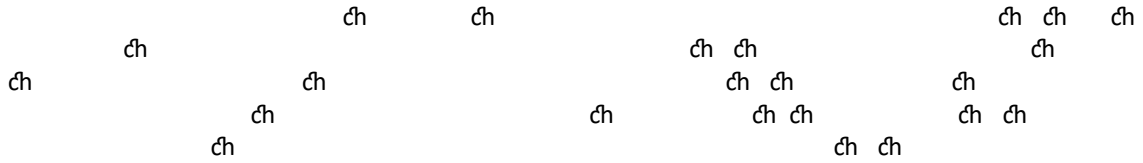


Figure 9.1. How Often did you Interact with Local Populations on Your Last Deployment?

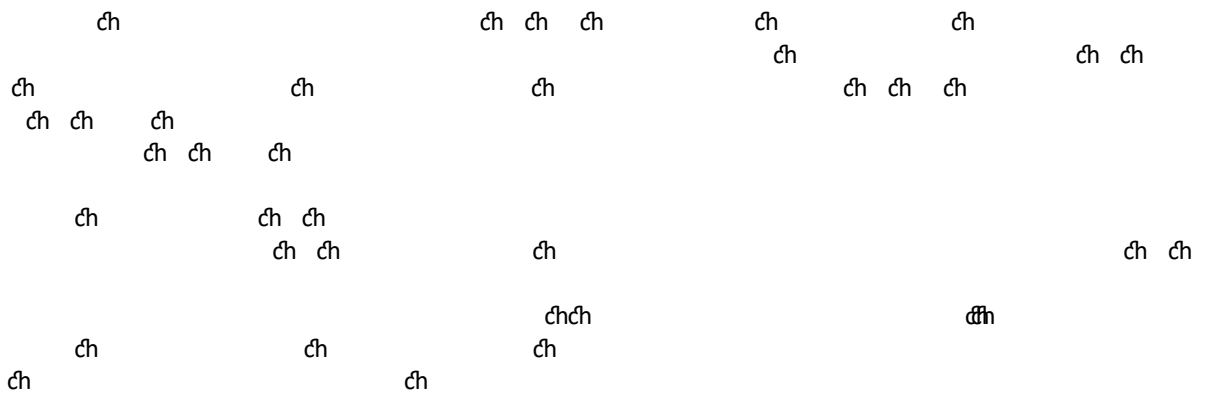
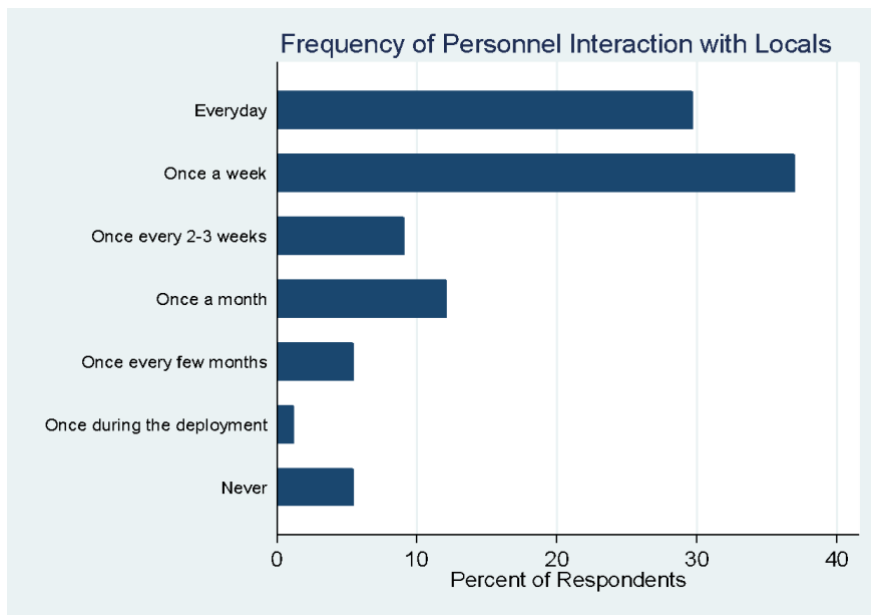
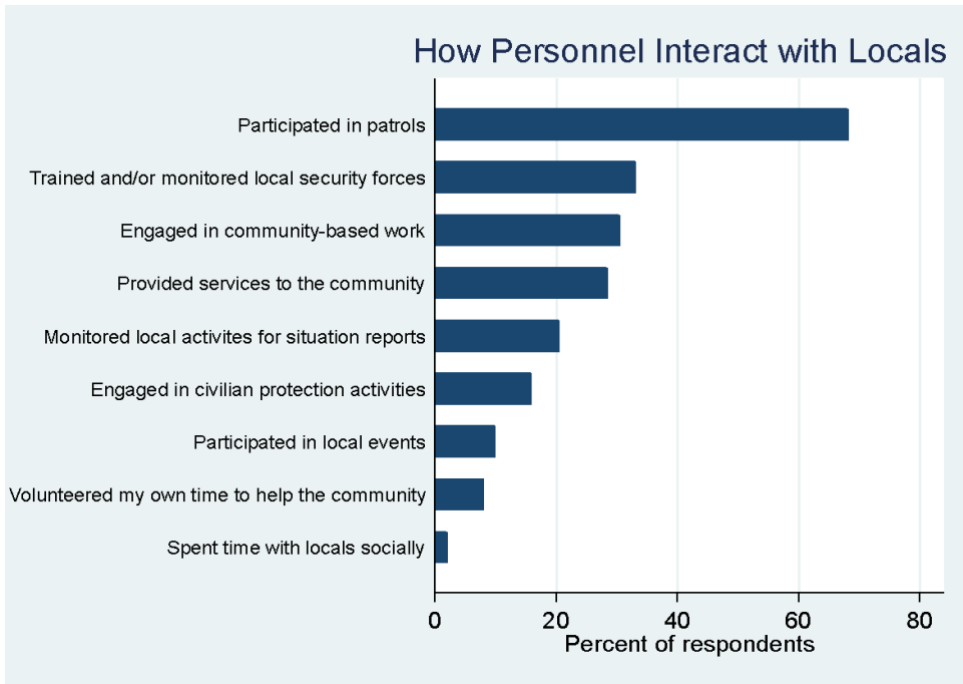


Figure 9.2. In what ways did you interact with locals while on mission?



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 ch ch
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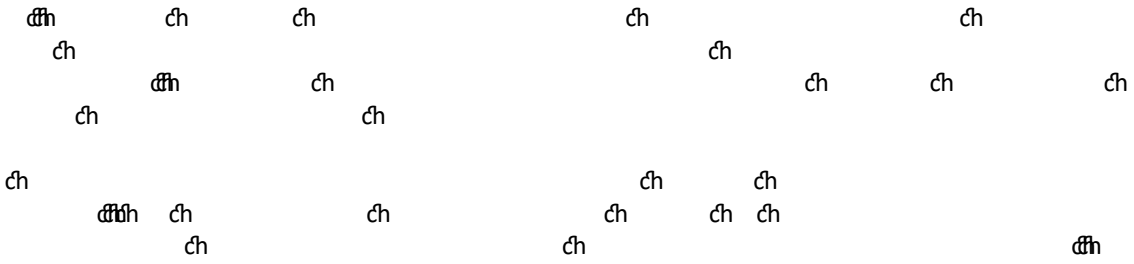
Women and Men Serve Equally in Combat and Operational Roles While on Mission

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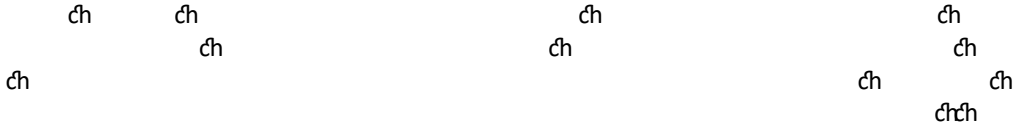
In the Future, Women and Men Will Deploy to the Same Missions

ch ch ch ch ch ch ch
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Most Personnel Believe Women are Capable of Combat Operations



Men Will Serve as Gender Focal Points



Personnel Believe Men and Women Should Engage Equally in Many Tasks on Missions

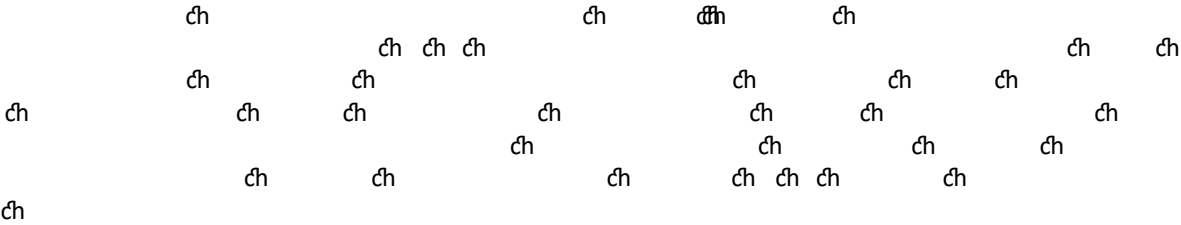
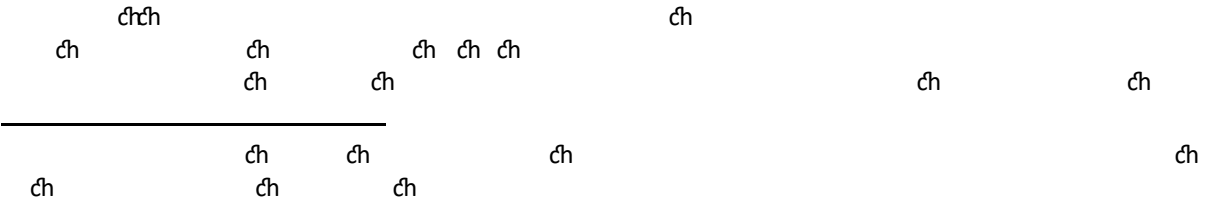
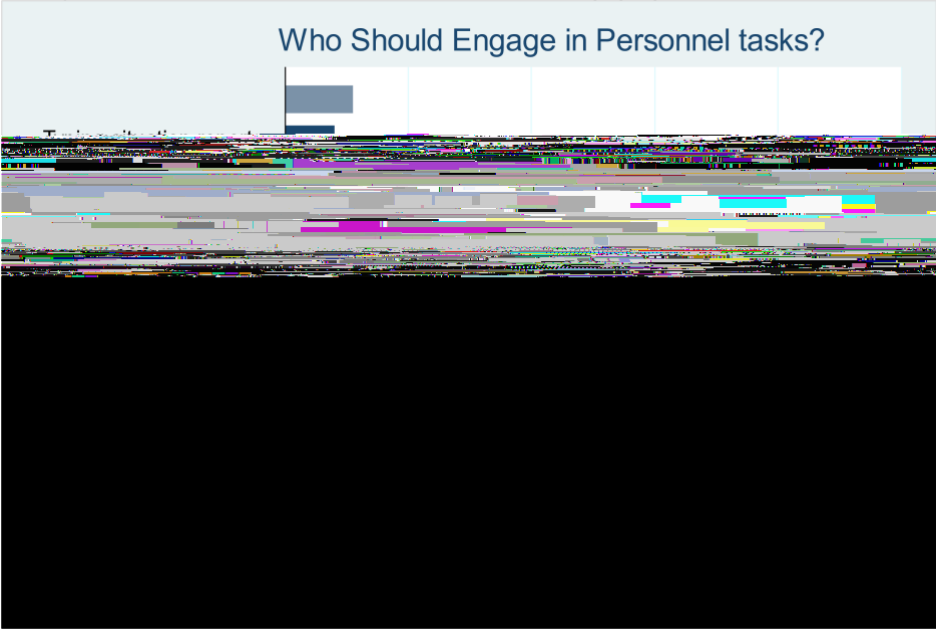


Figure 9.3. What type of peacekeeper would be best suited for engaging in certain tasks?



i. Main barriers

There are Gendered Expectations on Who Should Engage with Humanitarian Issues

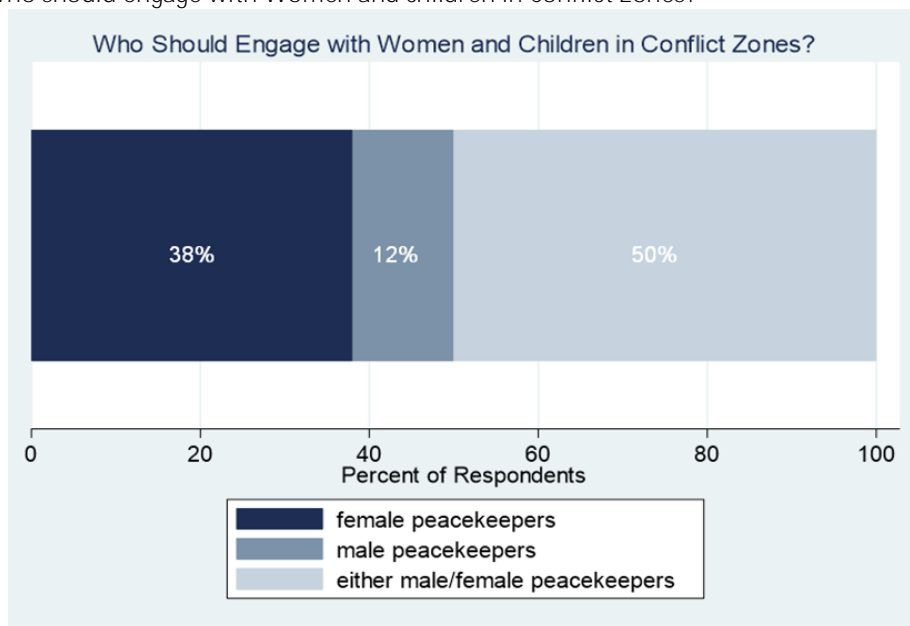
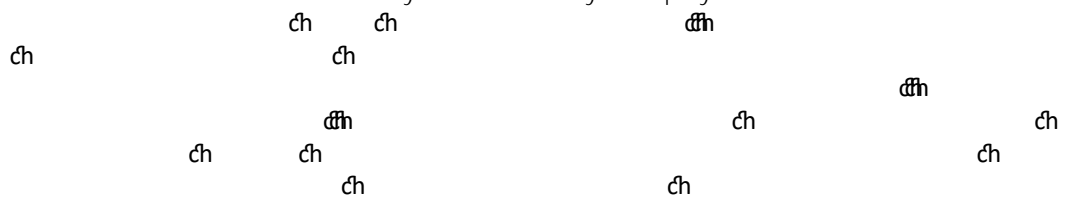
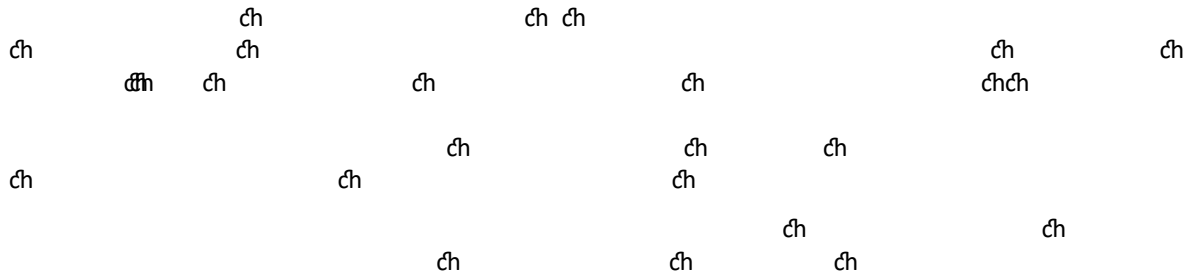


Figure 9.4. Who should engage with Women and children in Conflict Zones?

Working with Other Countries on Mission May Limit the Ability to Deploy Women



Women Engage in Extra Gendered Work Outside of Formal Duties





Issue area 10

ch ch

Medium

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Summary of Results

Main Opportunities:

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 ch
 ch ch

Main Barriers:

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 ch ch ch
 ch ch ch ch
 ch ch ch ch ch

Differences in Perception and Experience:

ch ch ch ch
 ch ch ch ch

Key Recommendations:

- ch ch ch ch ch
- ch ch ch
- ch ch ch

Detailed Results

i. Good practices

Most Personnel Believe RSLAF is Like a Family and Socialize Together

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ch ch ch ch ch ch ch ch

Joint Trainings are Widely Accepted and Men and Women Work Together Frequently

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The Majority of Personnel Have Not Experienced Harassment

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There are Co-ed Sports Teams and Other Activities, Though Men Participate More Often in Sports.

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There is a National Ombudsman

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Personnel are Highly Likely to Report Misconduct and View Misconduct as Serious

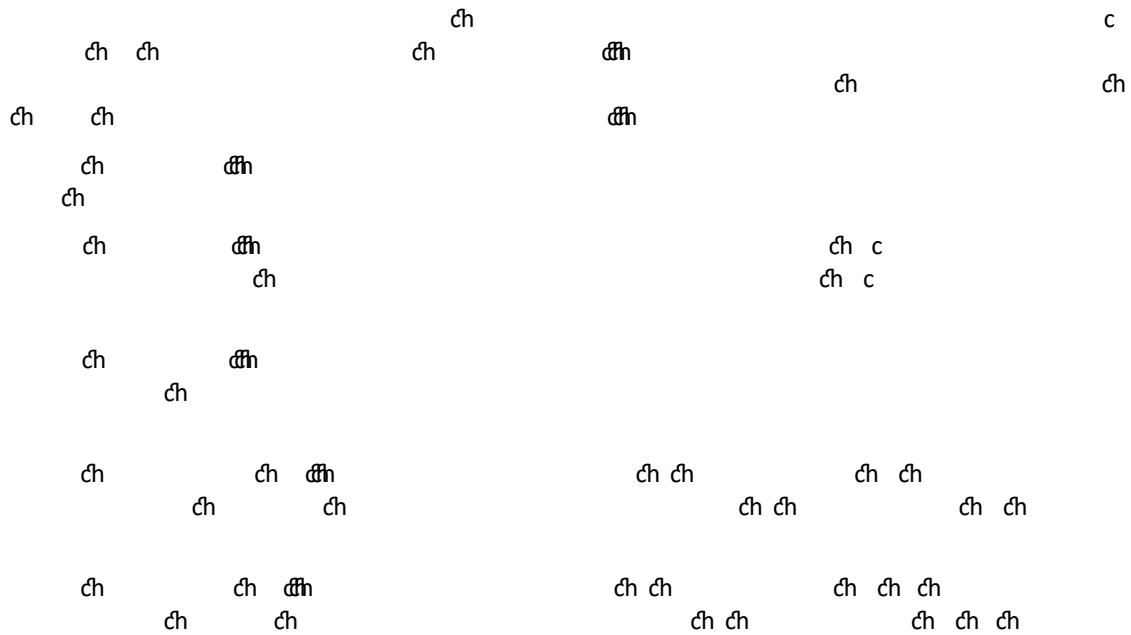
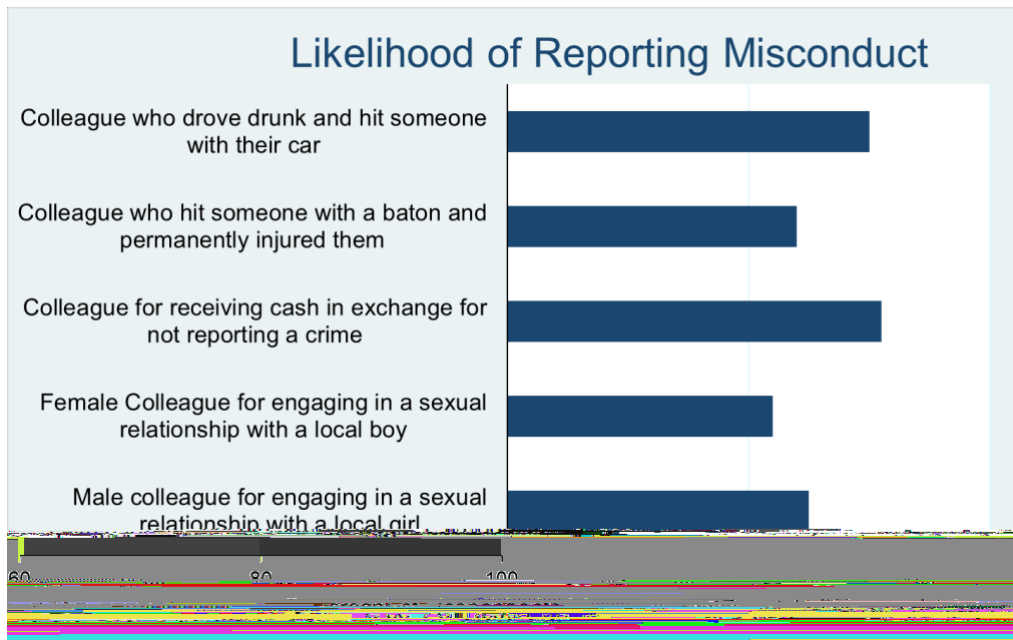
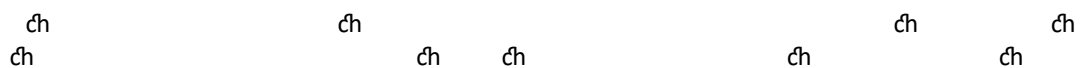


Figure 10.1. How likely would you be to report the following types of misconduct?



ii. Main barriers

Some Personnel are Not Aware of the Official Sexual Harassment Policy



Some Personnel Brag About Sexual Experiences Together Outside Work

ch ch ch ch ch ch ch ch ch ch
heard of other members of RSLAF
ch ch

Some Personnel Worry About Being Accused of Sexual Harassment

ch ch ch ch ch ch ch

LGBTQ+ Individuals are Not Allowed to Serve Openly

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Certain Views of Masculinity May Lead to Difficulties for Women Engaging in RSLAF, Though These Views are Not Always Dominant Across Surveyed Respondents

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ch ch ch ch ch ch ch ch ch ch

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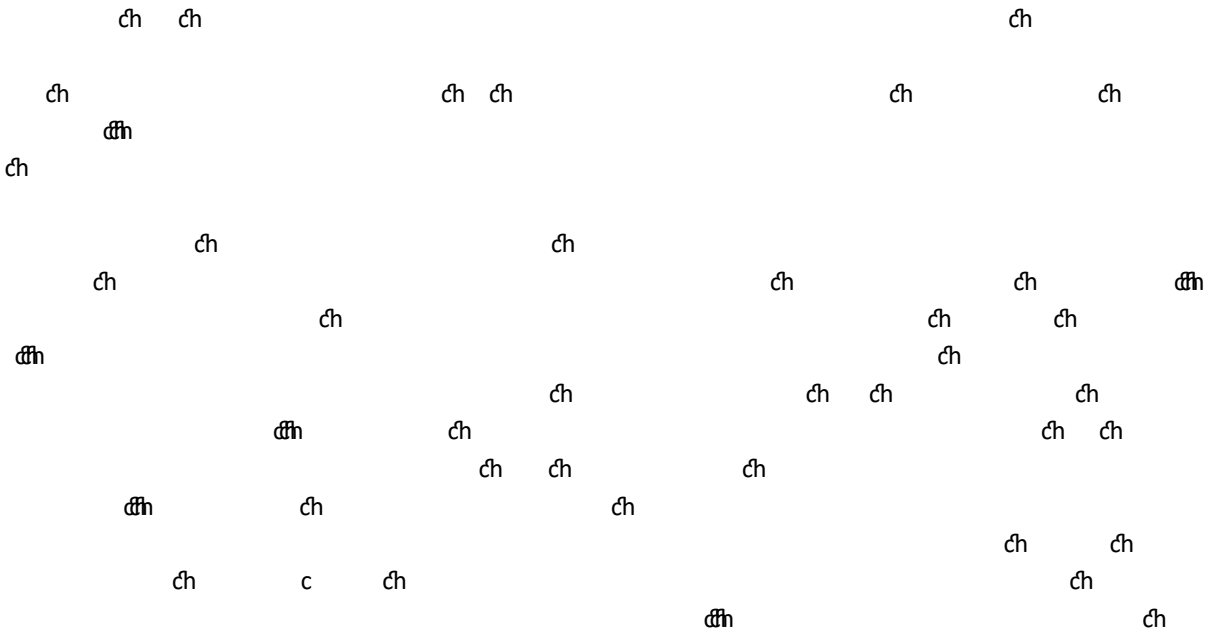
Third,

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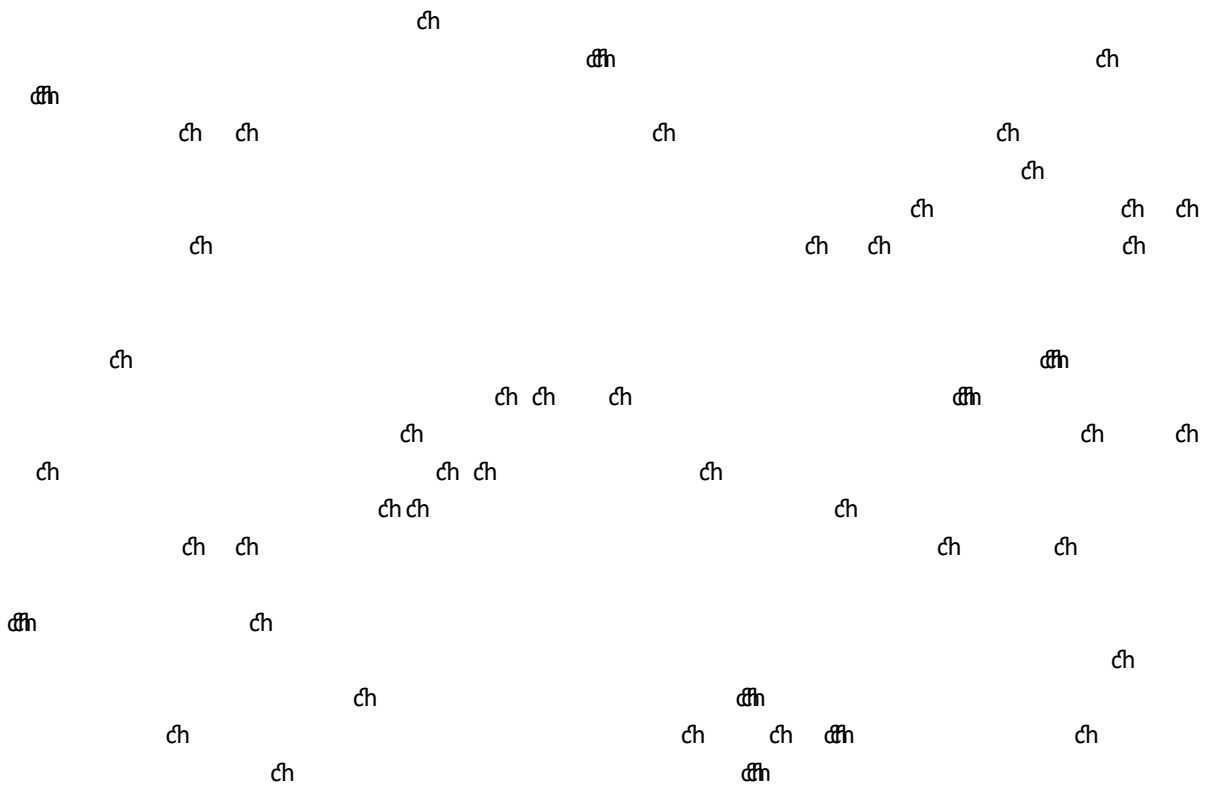
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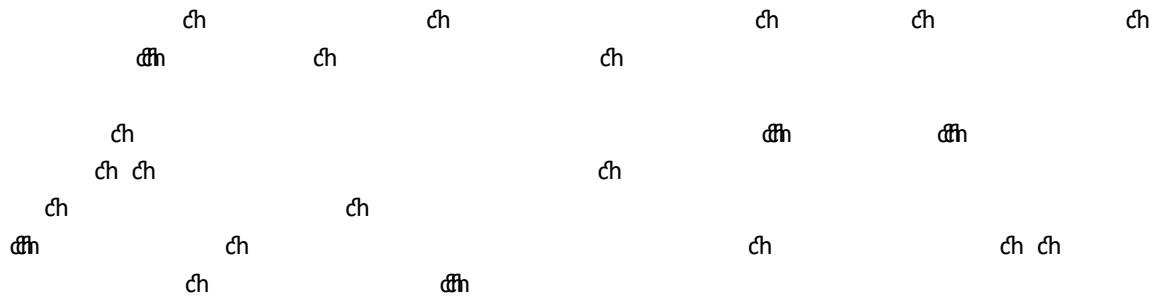
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5) Conclusions: recommendations to leverage opportunities and overcome barriers

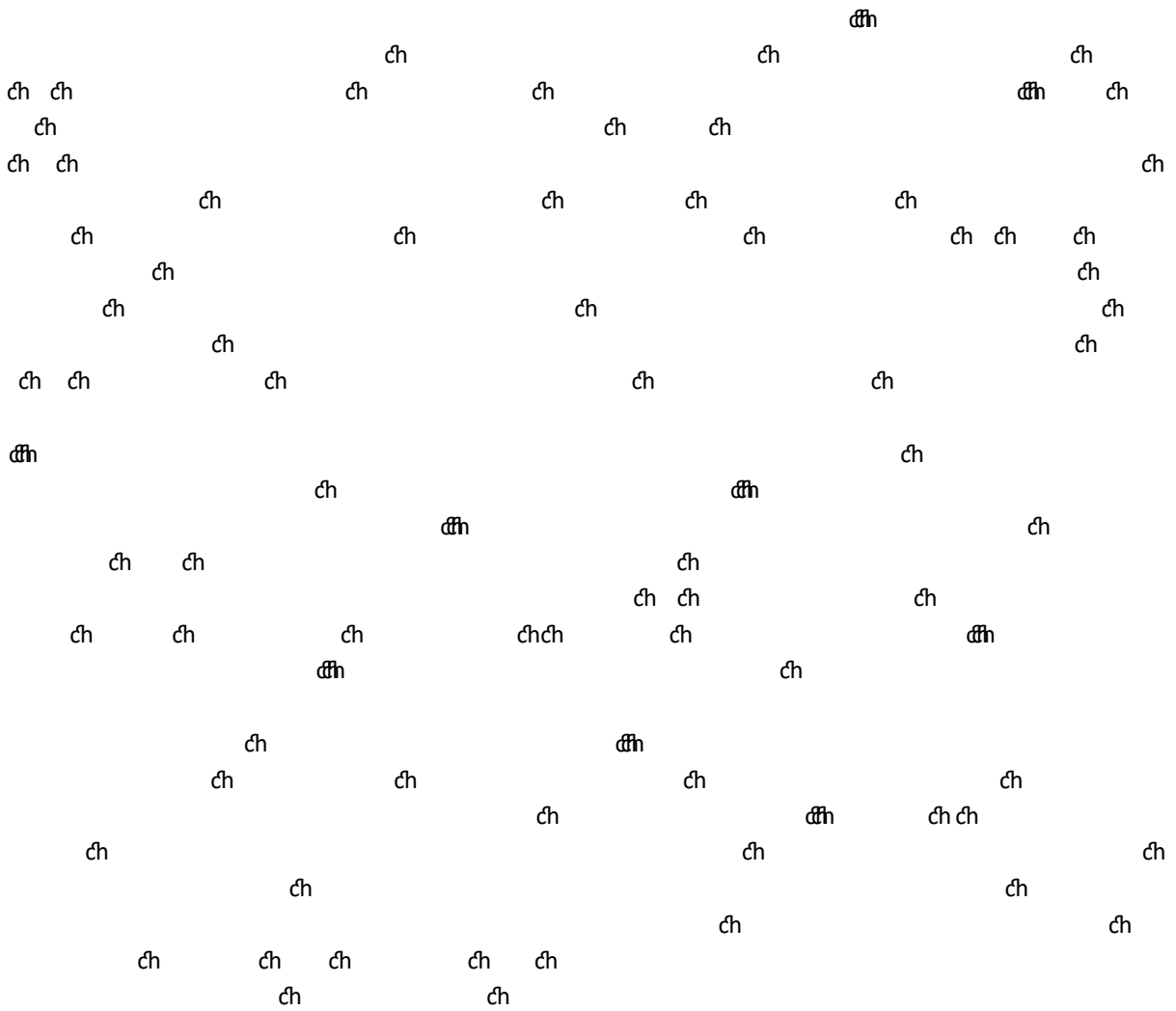


Personnel





Key Decision-Makers



a) Best practices to share

- **ffh** ch
- ch
-

- ch ch ch
-

c) Topics for further investigation

- ch ch ch ch ch
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2022 Report on Results of the Measuring Opportunities for Women in Peace Operations (MOWIP) Assessment



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