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■ SECRETARY OF PUBLIC SECURITY AND CITIZEN PROTECTION MEXICO

MOWIP **REPORT** 2021

RESULTS OF THE MEASURING OPPORTUNITIES FOR WOMEN IN PEACE OPERATIONS (MOWIP) ASSESSMENT FOR THE ARMED AND SECURITY FORCES OF MEXICO











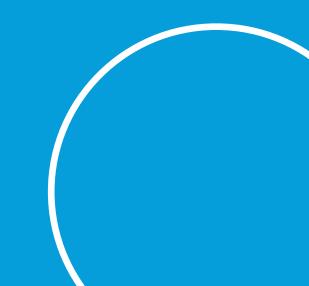


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Results of the Measuring Opportunities for Women in Peace Operations (MOWIP) Assessment For The Armed And Security Forces of Mexico

MARCH 2023



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irst, we thank the Secretary of Public Security and Citizen Protection (SSPC), Rosa Icela Rodríguez Velázquez for their openness, interest, and support throughout this assessment. We emphasize their commitment and willingness to allow and establish an open dialogue in order to detect strengths and weaknesses of current institutional practices for the incorporation of women in UN Peace Operations and within this institution. We witnessed the hard work the SSPC has undertaken in order to be distinguished as an institution of discipline and quality. We also emphasize the serious and institutional commitment to gender equality policies within the Secretary and its responsibility to support the efforts of the United Nations to increase the participation of women in Peace Operations.

Secondly, we thank and highlight the work and collaboration of Red de Seguridad y Defensa de América Latina (RESDAL), with its international implementation team, made up of Marcela Donadio, Felipe Estre, Victoria Gómez, Samanta Kussrow, Elisa Rial, Rosario Rodríguez and Rodrigo Sánchez. Likewise, Major General Luis Crescencio Sandoval, Minister of National Defense (SEDENA), Admiral José Raúl Ojeda Durán, Minister of the Navy (SEMAR), the Undersecretary of Public Security, Ricardo Mejía Berdeja, as well as the Head of the Federal Protection Service (SPF), Mtro. Luis Wertman Zaslav; the Commander of the National Guard (GN), General Luis Rodríguez Bucio; the Commissioner for Prevention and Social Readaptation (PyRS), Mtro. Antonio Hazael Ruíz Ortega and the National Anti-Kidnapping Commission (CONASE), Mtro. Marco Antonio Vargas González who commissioned the personnel of enumerators and supported the local work of RESDAL.

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This report was compiled by Dainzú López de Lara Espinosa, Gerardo Rodríguez Sánchez Lara, Naiki Guadalupe Olivas Gaspar and Renata Chabert Bravo from Universidad de las Américas Puebla and received the collaboration of Xchell Celeste Sánchez Cruz, María del Rocío Lozano Solana, Antonio Montes Magaña, María Fernanda de la Cruz Sánchez, Edgar Darién González Vivanco and Jonathan Roberto Maza Vázquez.

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DISCLAIMER

The views expressed in this report are those of the authors, based on the best information available to them. They do not necessarily reflect the views of UN Women Mexico, RESDAL, UDLAP, the Ministry of Foreign Affairs or the Secretary of Public Security and Citizen Protection. The Secretary of Public Security and Citizen Protection and the Secretary of Foreign Affairs approved the publication of this report, which integrates the comments and opinions of a representative group of this institution.

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LIST OF MAIN ABBREVIATIONS AND ACRONYM

CEEFA	Center for Studies of the Mexican Army and Air Force					
CECOPAM	Centro de Entrenamiento Conjunto de Operaciones de Paz de México (Joint Training Center for Peace Operations Mexico)					
CESIJ	Centro de Estudios sobre Seguridad, Impunidad y Justicia de la UDLAP (Center for the Study of Security,					
	Impunity and Justice, UDLAP)					
CDHCM	Comisión de Derechos Humanos de la Ciudad de México (Human Rights Commission of Mexico City)					
CNDH	Comisión Nacional de los Derechos Humanos (National Commission for Human Rights)					
CONASE	Coordinación Nacional Antisecuestros (National Anti-Kidnapping Coordination)					
CONAVIM	Comisión Nacional para Prevenir y Erradicar la Violencia Contra las Mujeres					
CNAR	Center for the Development of Sports Talents and High Performance					
CRI	Centro de Rehabilitación Infantil (Child Rehabilitation Center)					
CV	Curriculum Vitae					
DCAF	Geneva Centre for Security Sector Governance					
DOF	Diario Oficial de la Federación					
DPO	UN Department of Peace Operations					
ENDIREH	Encuesta Nacional sobre la Dinámica de las Relaciones en los Hogares (National Survey on the Dynamics of Household Rela- tions)					
FFF	Fact-finding form (see section 3)					
FPS	Federal Public Service					
GBV	Gender Based Violence					
GDP	Gross Domestic Product					
GN	Guardia Nacional (National Guard)					
GTOMP	Grupo de Trabajo para las Operaciones de Mantenimiento de la Paz (Inter-Agency Working Group for Peacekeeping Operations)					
INEGI	Instituto Nacional de Estadística y Geografía					
INMUJERES	Instituto nacional de las mujeres (the National Institute for Women)					
IPOs	Individual Police Officers					
ISSSTE	Instituto de Seguridad y Servicios Sociales de los Trabajadores del Estado					
MAF	Mexican Air Force					
MINUJUSTH	United Nations Mission for Justice Support in Haiti					
MINUSTAH	United Nations Stabilization Mission in Haiti					
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali					
MONUC	United Nations Organization Mission in the Democratic Republic of the Congo					
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (previously MONUC)					
MOWIP	Measuring Opportunities for Women in Peace Operations					
MUCPAZ	Mujeres Constructoras de Paz (Women Peace Builders)					
OAS	Organization of American States					
PO	Peace Operations					
PNA	Plan Nacional de Acción (National Action Plan)					

PyRS	Prevention and Social Readaptation				
RESDAL	Red de Seguridad y Defensa de América Latina (Latin American Security and Defence Network)				
SEA	Sexual exploitation and abuse				
SEDENA	Secretaría de Defensa Nacional (Secretary of National Defense)				
SEMAR	Secretaría de Marina (Secretary of the Navy)				
SHCP	Secretaría de Hacienda y Crédito Público (Ministry of the Treasury and Public Credit)				
SNDIF	Sistema Nacional para el Desarrollo Integral de las Familias (National System for the Integral Development of Families)				
SSAFE	Safe Approach to Field Activities				
SSPC	Secretaría de Seguridad y Protección Ciudadana (Secretary of Public Security and Citizen Protection)				
SPF	Servicio de Protección Federal (Federal Protective Service)				
SINOMAPA	Sistema Nacional de Apoyo a las Operaciones de Mantenimiento de la Paz (National System of Support				
	for Peace Operations)				
SRE	Secretaría de Relaciones Exteriores (Ministry/Secretary of Foreign Affairs)				
TPCC	Troop and police contributors				
UDLAP	Universidad de las Américas Puebla				
UN	United Nations				
UNCOC	UN Contingents Course in Peace Operations Missions				
UNDOF	United Nations Disengagement Observer Force				
UNIFIL	United Nations Interim Force in Lebanon				
UNMEM	Military Experts in Mission Course				
UNSC	United Nations Security Council				
UNSCR	United Nations Security Council Resolutions				
UNCOPS	UN Chiefs of Police				
UNPOL	United Nations Police				
UNVMC	United Nations Verification Mission in Colombia				
WPS	Women, Peace and Security				

E X E C U T I V E S U M M A R Y

Relevant statistical results

Top good practices that can be scaled-up and replicated elsewhere

The percentage of women in the SSPC is at the minimum required at an international level. Women in the institution represent 23% of the personnel. There is a steady increase in the recruitment of women into the SSPC. However, GN has the lowest proportion of women at only 17%.

Skills for deployment, conflict resolution skills are recognized as a key element for deployment, where 80% of surveyed personnel indicated they are a requirement for deployment.

Extensive training for those deployed, the requirements for deployment are taught at CECO-PAM.

Safety of subordinates when it comes to addressing their superiors. SSPC personnel feels safe when it comes to talking with their superiors about personal, professional or participation in peace operations. Likewise, issues related to work or reporting misconduct can be addressed.

Recognizing the importance of deployment, Mexico and the SSPC are recognized for the deployment, 91% consider they support the institution and 96% believe it helps position Mexico internationally. Broad socialization of the calls to be deployed, deployment opportunities are published in all regions of the country and in the 32 states.

Zero tolerance for sexual harassment. The SSPC has expressed cero tolerance towards sexual harassment.

Support for household constraints. There is flexibility on the SSPC when it comes to schedules, in case of emergency, personnel (82%) mentioned being able to leave the office and SSPC has childcare services that are known and recognized by the surveyed personnel.

No career opportunities are lost by taking leave. It is perceived that leaves or licenses are not an obstacle for professional progress.

Good institutional instances for filing complaints. The corresponding mechanisms and instances for reporting sexual harassment are known.

Top barriers to women's meaningful participation in UN deployments

Hereunder are presented ten opportunity areas for public policies for SSPC. These proposals could promote an increase of policewomen deployments for UN's peacekeeping operations and generate greater participation in the Secretary of Public Security and Citizen Protection in UN Peace Operations.

 To amplify the broadcasting and reach of the calls (medium high priority). It is desirable for the enlistment opportunities, training participations, deployment extension, and calls for women to be better broadcasted.

- To unify the UN's and the institution requirement criteria (high priority). To clarify the requirements in terms of knowledge, abilities, training, language, documentation, amongst others.
- 3. To improve the selection process for deployment (high priority). To develop better voluntary participation calls, equally for both men and women, with no discrimination.
- 4. To increase personnel's training, as well as spots for the institution at CE-COPAM (high priority). Currently, few Ministry personnel are trained at CE-COPAM, despite it having the capacity to host personnel of the different ministries. It is important for SSCP's personnel to be trained at a higher degree in this Training Center in order to accomplish participation as a UNPOL.
- To amplify considerations to women and household constraints (medium priority). To improve the lactation stations in order to provide comfort for women and decrease stigma around women's participation in Peace Operations.
- 6. To increase the quality of the uniform and services provided to the personnel (medium high priority). It is recommended uniforms are adequate for men and women according to their specific needs, and required health services are provided during their missions.
- 7. To Make use of the personnel's new abilities in other work areas (low priority). To acknowledge the participation in Peace Operations in order to collaborate with the personnel in other work areas once they return from their mission.
- To Increase the willingness towards institutional leadership (medium high priority). To improve language training, the knowledge when it comes to UN's 1325 Resolution, and other gender topics in order to promote leadership within the institution.

- 9. To strengthen training in order to create conscience regarding gender matters amongst personnel (medium high priority). Even though there are several trainings regarding gender issues, knowledge is still deficient. It is then very important to socialize these interior efforts the institution has for deployment.
- 10. To create awareness amongst the personnel when it comes to good conduct topics (medium low priority). To increase the knowledge about harassment, domestic and gender violence, to eliminate jokes and discriminatory attitudes, as well as eliminating activities that threaten a person's integrity.

INTRODUCTION



he Government of Mexico, through the Secretary of Foreign Affairs (SRE), the Secretary of National Defense (SEDENA), the Secretary of Navy (SEMAR), the Secretary of Public Security and Citizen Protection (SSPC), and the National Institute for Women (INMU-JERES), together with the UN Women Office in Mexico, presented a proposal to the Secretariat of the Elsie Initiative Fund in New York to fulfill the measurement of barriers within the Public Security and Armed Forces to identify the obstacles faced by Mexican military and police women to increase their deployment and full participation in UN Peace Operations.

On February 11, 2021, the Secretary of the Elsie Initiative Fund informed its decision to support the project presented by Mexico, which will strengthen the fulfillment of the objectives and actions outlined in the strategy for Mexico's participation in Peace Operations (PO) and Mexico's First National Action Plan (PNA) for the fulfillment of the Security Council Resolution 1325 (2000) on "Women, Peace, and Security" (PNA-1325).

The Working Group on Peacekeeping Operations (WGPKO), formed by representatives of the participating Ministries of State, designated the Latin American Security and Defense Network (RESDAL) and Universidad de las Américas (UDLAP) as strategic partners in the evaluation of the barriers. The international team of RESDAL (Argentina) previously collaborated in the collection of information and implementation of the surveys contemplated by the barriers' methodology in Uruguay, while UDLAP has extensive experience in academic collaboration with the Armed Forces in the country. Project implementation began in May 2021 with resources approved by the Elsie Fund and administered by the UN Women's Office in Mexico. RESDAL implemented the methodology called the Measuring of Opportunities for Women in Peace Operations (MOW-IP), through more than 1,200 surveys and 45 in-depth interviews with Security and Arm Forces personnel. On its side, UDLAP oversaw the collecting and processing of the data for its analysis, as well as the presentation of the final report about the ten issue areas that affect the meaningful participation of women in Peace Operations.

Why do we need more women meaningfully participating in UN peace operations and in Mexico's Security Forces?

The inclusion of women in all aspects of public and private life is essential for the full development of any society and country. The Security Forces of all countries privileged for a long time the exclusive recruitment of men. Therefore, the inclusion of women at all levels and under equal conditions has become a priority for the international community. Conventionally, the role of women in the Security Forces has been interpreted in areas such as nursing or administrative assistance. However, as time has passed, the need to include women in operational positions and strategic decision-making processes has become evident.

To achieve proper integration of women into security structures, it is essential to have a gender perspective1 to analyze the reasons why women have been excluded from the Security Forces and to propose an action plan to change the status quo. An example of this is UN Security Council Resolution 1325, and those that followed,2 which urges member states to increase the representation of women in all international peace and security processes and mechanisms. Despite such efforts, currently, only 6% of all uniformed, military, police, justice, and corrections personnel in UN peacekeeping missions are women (UN, 2020a), and of the 81,832 police and military elements in the various UN peacekeeping missions, only 5,975 are women (UN, 2020b). This lack of representation in peacekeeping forces is proof that, regardless of national and international efforts, there is still a long way to go.

Public security forces' main purpose is to safeguard the life, liberties, integrity, and patrimony of the people, and their efficiency is measured by their ability to carry out the orders of their political leaders (Egnell, 2016, p. 75). To achieve this, the Security Forces have a hierarchical structure, and professional culture, and are specifically equipped and trained to increase their combat capacity. This capacity is determined by physical factors (the size of their elements and the equipment they use); conceptual (how they employ their resources), and moral (the values and will of the officers) (Egnell, 2016, p. 76). The incorporation of women, from a gender perspective, at all levels of the Security Forces has the potential to increase combat capability and expand the traditional security paradigm by including non-traditional security aspects (Egnell, 2016, p. 77). First, women's presence equals an increase in the number of elements and increases the physical factors of the police. Similarly, the more diversity and skill sets there are, the better decision-making and greater effectiveness and performance will be present (UN, 2020a).

Meanwhile, the collaboration of women in peacekeeping missions eases the work with affected communities by establishing communication channels and creating links with civil society (UN, 2020a). Finally, the presence of women in different positions within the Security Forces helps to break down gender stereotypes and roles and promotes an inclusive vision in society.

There is no doubt that the benefits of having a gender perspective within the Security Forces and peacekeeping missions are numerous and that the presence of women at all levels of the police structure is essential to generate the common good of the nation. According to the Global Study on the Implementation of Resolution 1325 (2015), the probability of a peace agreement lasting at least two years increases by 20% when women are involved, and the probability of it lasting fifteen years increases by 35% (European Parliamentary Research Service Blog, 2018). However, the reality is that the representation of men and women within the Security Forces and peacekeeping missions is highly disproportional: in an effort to balance the scales, the UN Security Council passed in 2000 Resolution 1325, (2000) about women, peace, and security.

Since then, there has been an international effort to guarantee women's equal access to military and public security service and the incorporation of a gender perspective in the Army and in the Public Security institutions. Nevertheless, it is still needed to continue with the analysis and planning of new strategies to guarantee the equal inclusion of women in the Security Forces and in peacekeeping missions. The following section describes the resolution

¹ Gender perspective is defined as «a tool used to analyze and understand the discrimination, inequality and exclusion experienced by women, and to determine the actions necessary to eliminate them» (Instituto Nacional de las Mujeres, México, 2007, p. 104).

² Other UNSC resolutions related with women inclusion in decision-making positions within peace processes are 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019) and 2493 (2019)

1325 (2000) of the CSOUNU, as well as other efforts made by different organizations and States in this area, and places special emphasis on the Mexican case and the implementation of the National Action Plan for the monitoring of Resolution 1325-2000 (NAP-1325).

Resolution 1325: a milestone for women in peacekeeping missions

Resolution 1325 (2000) of the UN Security Council is the first instrument issued by this organization that incorporates a gender perspective in peace processes and requires the parties in conflict to fully respect women's rights (Benavente, et al., 2016, p. 7). Although the UN had already promoted an agenda recognizing the importance of achieving gender equality for the development of States since the 1970s, the relationship between gender and security had been excluded. With its approval in 2000, this resolution marked a turning point in the understanding, not only of international security, but also the processes of prevention, maintenance, and consolidation of peace. The basis of Resolution 1325 comes from a recognition of the differentiated and disproportionate impact that armed conflicts and situations of insecurity have on women, especially in gender-based violence (Benavente, et al., 2016, p. 7).

Likewise, it also recognizes the importance, and the role women play in the holistic understanding of peace and security phenomena. Previously, there have existed other major advancements in gender matters, being the most important precedent the inclusion of a specific issue area on women and armed conflict at the IV World Conference on Women in Beijing in 1995 (UN Women). This conference emphasized for the first time the need to incorporate a gender perspective in the treatment of armed conflicts, analyze the differentiated effects of these on men and women, as well as to increase the participation of women in conflict resolution (Benavente, et al., 2016, p. 28). All these points are subsequently adopted by the Security Council resolution.

A fundamental part of understanding the revolutionary nature of Resolution 1325 (2000) is the effort made to break past gender stereotypes that position women solely as victims. Hence, unlike previous instruments, the 1325 (2000) gives special recognition to the role played by women as agents of change, as well as the urgent need to incorporate them into decision-making processes at all levels (Real Instituto Elcano, 2020).

Twenty years after its approval, the legacy of Resolution 1325 (2000) is undeniable. Today, the number of women participating in peace and security areas has increased, both at the international level and within each State. The construction of a social awareness that is increasingly oriented towards recognizing, not only the vulnerabilities but also the work of women has also grown. The challenges are still great, yet the adoption of this resolution is undoubtedly a firm step in the right direction.

Mexico: National characteristics

Mexico is a representative, secular, and federal republic, composed of 31 states and Mexico City. Mexico City is the capital of the country and is the seat of the Powers of the Union. The Mexican nation began its independent life 200 years ago (1821) and in 2000 transitioned to full democracy, which has led it to consolidate its political institutions in a peaceful manner.

In geopolitical terms, Mexico is a privileged country with a multiregional presence, being first and foremost a country with identity, culture, and interest in the development of Latin America, with regional relevance to Central America, the Caribbean, and North America, and with transoceanic ties with Europe and Asia Pacific.

After the United States and Brazil, Mexico has one of the largest populations on the continent. The total population of the United Mexican States is 126,014,024 inhabitants. Of these, 64,540,634 are women (51.2%) and 61,473,390 are men (48.8%). Mexico also has a total surface area of nearly 2 million square kilometers, making it the fifth-largest country in the Americas and the 14th-largest in the world. It is the 16th largest economy in terms of GDP. Its public debt in 2021 was 746,168 million dollars (630,793 million euros) with a debt of 57.63 % of GDP. Its per capita debt is 5,728 dollars per inhabitant (4,842 euros).

Brazil and Mexico are the largest economies in Latin America and the Caribbean, according to the GDP recorded in 2021. In that year, the number of goods and services produced in Brazil reached an estimated value of US\$1.61 trillion, based on current values. Mexico's GDP amounted to US\$1.29 trillion. Argentina ranked third with a GDP of around US\$488.6 billion (Statista, 2022). Projections by international financial institutions place the country between the seventh and tenth largest economy in the world by 2050. However, the country faces strong challenges in reducing poverty and socioeconomic inequality.

At the end of the revolutionary process, the military laid down their arms, and since 1946, the country has been governed uninterruptedly by civilian presidents without any coup attempts. The Armed Forces have demonstrated absolute loyalty to democratically elected civilian institutions and are a factor in the stability of the Mexican State.

In 1945, Mexico played an important role as a founding member state of the United Nations Organization, and through the organization of the Chapultepec Conference, managed to give way to the placement of the first American states in the new post-war international order. Subsequently, the country has made significant progress in the area of gender and women's rights. Among these, three fundamental areas stand out: the strengthening of domestic law, gender institutions, and the increase in public resources allocated to gender equality issues.

Mexican diplomacy has distinguished itself by promoting the peaceful resolution of disputes, non-intervention in the internal affairs of other States, international cooperation for development, non-proliferation of weapons, and the promotion of international peace and security.

Institutional profile of the Secretary of Public Security and Citizen Protection

The Secretary of Public Security and Citizen Protection is the institution responsible for formulating and executing policies, programs and actions aimed at guaranteeing the public security of the Nation and its inhabitants; contributing to crime prevention; as well as contributing to the generation and preservation of public order and social peace, promoting, and facilitating social participation for the development of surveillance over the exercise of its activities in the field of public security. It is composed of 34 administrative units and the following decentralized administrative bodies, which carry out operational tasks of public security: The Federal Protection Service, Prevention and Social Readaptation, the Executive Secretariat of the National Public Security System, the National Center for Disaster Prevention, the National Guard, the National Intelligence Center and the National Anti-Kidnapping Coordination.

The political transformation of the Government of Mexico, in 2020, achieved to incorporate the participation of women at the highest level in the area of public security, highlighting the Secretary of Public Security and Citizen Protection, Rosa Icela Rodríguez Velázquez, as the first woman to occupy the title of the Minister of Security and Citizen Protection, since the creation of the Institution in 2000.

In this context, public security with a gender focus promoted by the Secretary has articulated internal efforts and promoted actions of substantive equality, with a gender and human rights perspective to give back to society the peace and tranquility to which they are entitled under the United Nations Secretary-General's "Action for Peacekeeping (A4P)" Initiative.

Mexico's participation in UN Peace Operations and the police component

During the historical period known as the Cold War, Mexico participated in Peacekeeping Operations on only three occasions. in the first two with military observers: in the Balkans (1947-1950) and in Kashmir (India-Pakistan border, 1949). In El Salvador (1992-1993) it had a participation with 120 police officers.

Since March 2015, when Mexico resumed its participation in these Operations, until April 2022, around 140 individual military and police deployments have been carried out gradually and in coordination with the UN, to carry out international military observation tasks and as personnel officers in the headquarters of nine Peace Operations.

Mexico's participation in peacekeeping operations has been gradual in quantitative terms and in the type of work in which it will participate. These tasks may involve military or police personnel performing a wide range of tasks involving engineers, doctors and nurses, political observers, electoral advisers, and human rights specialists, among others.

Our country's participation in peacekeeping operations will always be subject to express authorization and a clear mandate from the UN Security Council, as it is the only body empowered to make decisions for the maintenance of international peace and security. Such participation shall be conditional upon the express consent and cooperation of the State where the OMP will be deployed, in conformity with the national legal framework and foreign policy priorities.

Mexico's participation in UN Peace Operations is based on the normative principles of foreign policy contained in article 89, section X of the Constitution and the Charter of the United Nations, to which Mexico is a State party, as well as in the National Development Plan 2019-2024.

Mexico ranks 29th globally among countries contributing financially to OMP and second in Latin America. Regarding the deployed personnel, until February 2022, Mexico ranked 86th as a contributing country of personnel in the UN ranking.³

Since then, the deployments of individual Mexican personnel have been constant: the deployed personnel in these operations have been replaced and new personnel have been deployed, based on the available vacancies and the evaluations carried out by the **Inter-Agency Working Group for Peacekeeping Operations** (**GTOMP**), which is integrated by the SRE, SEDENA, SEMAR, SSPC, SHCP, as well as the Presidency of the Republic.

It is important to note that Mexican personnel participating in peacekeeping operations are chosen by the United Nations through a rigorous selection process based on high standards of training and training.

Mexico has the **Centro de Entrenamien**to Conjunto para las Operaciones de Paz (Joint Training Center for Peace Operations) (CECOPAM), whose objective is to train Mexican military, police, and civilian personnel to participate in peace operations, as well as foreign personnel in the future. To date, Experts on Mission courses, personnel Officers and the first pre-deployment course for United Nations Women Officers have been conducted for military and police personnel to be deployed to peace missions. Some 484 members of SEDENA, SEMAR and SSPC (365 men and 119 women) have been trained in these courses.

3 https://peacekeeping.un.org/sites/default/files/02_country_ranking_47_feb_2022.pdf* In this context, in August 2017, the Government of Mexico announced to the UN its decision to participate with police personnel in these Operations and in the UN Mission in Support of Justice in Haiti (MINUJUSTH) established only with a police component by the UN Security Council in October 2017. In this regard, the UN offered the Mexico's Government a police vacancy in MINUJUSTH and in the United Nations Verification Mission in Colombia.

For this reason, and after passing the UN selection process, in February 2018, a police element was initially deployed for one year to fill the vacancy of "Police Planning Officer" in MI-NUSTAH-Haiti, to whom the deployment period was subsequently extended for an additional six months, until August 2019. Similarly, on March 19, 2018, a police officer was deployed as an International Observer in the United Nations Verification Mission in Colombia, which concluded its commission in March 2019.

Likewise, and as part of the commitment assumed by the Government of Mexico to strengthen peacekeeping, it participated in the First, Second and Third Summit of UN Chiefs of Police (UNCOPS), held in June 2016, June 2018 and September 2022, respectively, in order to fulfill the commitments of the "Action for Peacekeeping (A4P)" Initiative.

However, it was not until 2020 that the Minister of Security and Civilian Protection, Rosa Icela Rodríguez Velázquez, by mandate of Andrés Manuel López Obrador, Constitutional President of Mexico, broke the paradigm of security in Mexico, by incorporating the Women, Peace and Security Agenda with an overview to ensuring community-oriented police work, the Agenda on Women, Peace and Security, the 2030 Agenda and Sustainable Development Objective 16, as well as enhancing partnerships to facilitate coherent international police assistance.

METHODOLOGY

Overview of the MOWIP Assessment

The Measuring Opportunities for Women in Peace Operations (MOWIP) methodology is the result of a joint effort to promote the meaningful participation of women in peace operations. The methodology searches the identifications of barriers impeding the meaningful participation of women in peace operations. This with the main purpose of: promoting gender equality in peacebuilding. Therefore, it becomes a comprehensive and systematic tool that works as a conceptual framework to identify good practices and areas of opportunity within institutions. While the MOWIP methodology has a specific focus on UN peace operations, the good practices and barriers identification may have a greater incidence within the internal structure of the institution in a broader sense due to its design. Thus, the effects of gender equality promotion, and even within the institution, may overlap throughout all intuitions that are involved in peacebuilding.

To do so, the MOWIP methodology understands that it is necessary to formulate institutional changes to enable women to participate meaningfully in Peace Operations. To achieve this, ten issue areas were identified to capture the opportunities and barriers faced by women in Peace Operations. These areas contribute to building fairer and more gender-sensitive institutions, enhancing the institutions' responsiveness. The issue areas encompass the institutional process involved in participating in Peace Operations. In addition, it also considers how informal institutions create constraints that influence women's meaningful participation. Its main objectives are:

- To provide a comprehensive set of issue areas within a given military or security institution that could be improved to increase the meaningful participation of women in UN peace operations.
- » To identify good practices that can be utilized, expanded, and/or disseminated more widely.
- To apply a set of tools and a comprehensive list of indicators to measure the importance of each issue area to increase the meaningful participation of women in the military or security institution.
- » To determine the differential impact of each issue area on the military or security institution.

The MOWIP methodology has three components: interviews with decision-makers, the fact-finding form (FFF), and a survey to deployed personnel. The FFF is a unique tool that stores information on personnel statistics, policies, programs, and institutional practices. It was designed to collect qualitative and quantitative data from official sources on deployment to UN Peace Operations from the country and institution being assessed. The FFF is guided by over 160 questions, which can be complemented through information gathered in the interviews with decision-makers.

In the Secretary of Public Security and Citizen Protection, 406 personnel surveys were conducted, exceeding the threshold established by the institutions (400), of which 52% were women, and 48% were men. Of the surveys conducted on the deployed personnel, 50% were men, and 50% were women. It is important to note the sample of the deployed personnel is not representative, and those questions exclusive to those who decided to take off their institutional uniforms because it would create confusion and/or biased results. At PyRS, 129 surveys were done, of which 55% were applied to women and 45% to men. At CONASE, out of the 16% of surveys, 56% were applied to women and 44% to men. For GN, 134 surveys were conducted, 51% were applied to women and 49% to men. Finally, at SPF, the sample was foreseen by 50% women and 50% men. The average institution admission age is 28 years old, the tendency being towards lower ages (the average is 26.)

The surveys were conducted by the partner institution RESDAL. The team from the Universidad de las Américas Puebla (UDLAP) oversaw the processing and analysis of the survey results. It focused on obtaining statistically significant differences between women and men, as well as between deployed and non-deployed personnel. Based on this, importance by issue area is identified through a color ranking, where red is the most important and green is the least important (unless indicated otherwise in inverse scores). Barriers are identified by deployment in general and those most important for women1. Then, the survey information is compared with that of the FFF to compare personnel's experiences with that stated by the institution. These results are presented and vetted during the validation process with the security institution.

Therefore, the MOWIP Methodology produces robust and evidence-based findings drawing on the perspectives from different sources: the personnel's experience and perceptions; the knowledge of the implementation and analysis team; as well as the experience of international teams who are dedicated to the creation of fairer and equal peace operations. This allows to make public policies recommendations that can effectively respond to the reasons as to why women, specially, cannot participate in peace operations. Furthermore, the standardization or the compiling and analysis of this information will allow use for high level forums in order to identify good practices that can be adaptable and scalable towards different countries.

The MOWIP methodology was developed through a collaboration between DCAF and Cornell University in the framework of the Elsie Initiative. DCAF is a security research center dedicated to generating knowledge and assessments for states and international organizations involved in security-related issues. Their role in the creation and implementation of the MOWIP methodology is key, as in 2019 they created the baseline study to research and understand the situation of women in UN peace operations. This led them to collaborate with the Gender and Security Lab led by Dr. Sabrina Karim of Cornell University, in the creation of the MOWIP methodology. Moreover, DCAF acts as a platform to manage, organize, and publish the reports generated by the Elsie Initiative by applying this methodology in the different countries that have been selected by the initiative. Similarly, the Gender and Security Lab of Cornell University assists countries in applying the MOWIP methodology and analyzes the data obtained to develop the report. The lab has completed surveys and interviews for both the Ghana and Uruguay reports and seeks to continue this work for the reports on Norway, Liberia, and Jordan. The close collaboration and relationship of both research centers have allowed the development and application of the MOWIP methodology as a tool to quantitatively and qualitatively measure the different barriers faced by female soldiers around the world to serve in peace operations. Furthermore, both centers have generated strategies and recommendations to reduce the gender gap that exists within the

¹ The methodology is based on obtaining the corresponding descriptive statistics for: totals; women and men; and deployed and non-deployed personnel. Subsequently, simple T tests were performed to establish whether there is a statistically significant difference (p-value < 0.1) by subgroups (men and women, deployed and non-deployed). Third, where necessary, regression models were made, where sex and deployment status were used as control variables. For dependent and continuous dichotomous variables, a linear regression model is used. For ordinal variables, an ordered regression logic model is used.

Armed Forces structures both at the national level of the selected countries and at the international level within the UN structure and Peace Operations.

RESDAL: the national research partner institution

The Latin American Security and Defense Network (RESDAL) is an organization that, as a network, generates, connects, and empowers the capacities and efforts of decision-makers, academics, and members of civil society in the field of security and defense. Furthermore, it collaborates with the construction of a safe and peaceful democratic region, in which the institutions generate policies and initiatives that create an impact within the security of the hemisphere. RESDAL has three main working areas: Defense, Public Security, and Gender. One of its main works is the Comparative Atlas of Defense of Latin America and the Caribbean, its main focus is to become the first regional source of data pertaining to the topics of defense. In the area of public security, RESDAL studies the increase or decrease in crime rates, political-institutional control of public security, justice, prevention, budgets, participation of the Armed Forces, private security, and statistical data.

Regarding gender, RESDAL has sought to create an in-depth analysis from a regional perspective on gender integration in Peace Operations. Under the framework of the Women, Peace, and Security (WPS) Agenda. RESDAL's work as a think tank has focused on reviewing its implementation in military contributions to Peace Operations, in order to create an inclusive and fair perspective in peacebuilding. Thus, since 2008, its research and advocacy have produced material on understanding how a peace mission can contribute to the construction of a gender perspective and how military contingents are involved in such processes. Under these precepts and RESDAL's extensive field experience in the application of the MOWIP methodology in Uruguay, it was decided to select it as the partner institution for the application of the surveys and completion of the FFF, ensuring impartiality in the results presented.

Implementation of MOWIP Methodology in the Secretary of Public Security and Citizen Protection

The MOWIP assessment in Mexico was carried out between May 2021 to April 2022. The first step consisted of the creation of a High-Level Panel coordinated by the Ministry of Foreign Affairs (SRE), where the security institutions of the Mexican government began working with the methodology. In this panel, agreements and authorization for the development and planning by the key stakeholders involved were reached.

The next steps focused on defining the population and the sample origin of the deployed personnel to be surveyed, as well as identifying the key decision-makers to be interviewed. Meanwhile, an effort was made to contextualize the survey for Mexico, so that the language used would be appropriate for the respondents and would produce a feeling of comfort. Likewise, the team sought to adapt the survey (without making substantial changes that would alter its comparative component) to the country's practices. This entailed revising the survey and excluding questions, as well as adding others that were necessary for the final analysis. Additionally, the team decided to work with the institutions to allow them to ask questions that would be of their interest under their perceptions of barriers and/or policy proposals to increase the participation of women in Peace Operations. Finally, the team also worked on adapting and contextualizing the language of the FFF, as well as establishing the information requests to be asked to the institutions.

Moreover, the team worked in coordination with RESDAL and the security institutions to define technical themes. In particular, the software through which the survey would be carried out was defined, as well as ensuring that it worked properly and that all the questions were loaded correctly. Permissions and confidentiality agreements for respondents and interviewees were drafted. The size of the sample and its composition in terms of rank and sex were also specified. During the implementation process, the team monitored and verified that the survey results were securely uploaded to the corresponding servers.

The surveys' application began on August 2nd, 2021, with two weeks of training and preparation for the team that would conduct the surveys and interviews. Later, the team traveled to about 18 locations around the country to meet the goal: at least 1,20 members of the military and security institutions. The survey modality was face-to-face and virtual. In the case of the former, the team worked under the highest health protocols so that the actors involved felt safe when conducting the surveys or interviews. For the virtual ones, it should be noted that supervisors were present, and there were difficulties in connection and support from the institutions to find the ideal locations.

THE 10 ISSUE AREAS AFFECTING WOMEN'S PARTICIPATION IN PEACE OPERATIONS IN THE INSTITUTION

Pre-deployment	Priority	Cross-cutting issue areas					
	ELIGIBLE POOL Are there enough women in national institutions?	Medium- high	9	10			
	DEPLOYMENT CRITERIA Do the criteria match the skills needed in operation?	High	ŤŤ				
3 2	DEPLOYMENT SELECTION Does everyone have a fair chance to deploy?	High	/ to deploy?				
4 88	HOUSEHOLD CONSTRAINTS Are there arrangements for the families of deployed women?	Medium	ES eclude their abilit	SION team members?			
Deployment sta	ge	R ROL omen pr	XCLUS s equal				
5	PEACE OPERATIONS INFRASTRUCTURE Are accommodation and equipment designed to meet the needs of women?	Medium- high	GENDER ROLES Do preconceived attitudes about women preclude their ability to deploy?	SOCIAL EXCLUSION Are women treated as equal team members?			
6	PEACE OPERATIONS EXPERIENCES Do positive and negative experiences in peace operations affect women's deployment decisions?	Low					
Post-deployment stage							
	CAREER VALUE Do deployments advance women's careers?	Low					
All stages							
8	MAIN-DOWN LEADERSHIP Do leaders at all levels support the deployment of women?	Low	High	Medium Low			

Box 1. Priority by Issue Area

Eligible pool

MEDIUM- HIGH PRIORITY

The relative issue area seeks ways to enhance women's meaningful participation, promoting women's rights and increasing benefits and resources allocated for the pre-deployment process, opportunities during deployment and post-deployment transitions. (Karim, 2020) The issue are objectives are:

- $\,\gg\,\,$ To guarantee women's access to employment opportunities within the institution.
- » To measure the eligible group of women within the institution, units, and individual roles (how many women there are and in what positions).
- » To measure the nature of women's participation within the institution: their motivation to join public safety forces, their training experiences, facilities, licenses or benefits, and work experience.

Summary of results

Eligible population was identified with a medium-high priority because it was the issue area where there was the greatest difference between institutional positions and personnel experience. In addition, there are average differences in experience between women and men. Finally, this issue area has average ratings regarding being a barrier for women and men equally, but at the same time disproportionately affects women. The women in the survey identified this issue area as the third main challenge for women's participation in UN Peace Operations.

Top good practices

- The percentage of women in the institution is above the minimum institutional standard. Women in the institution represent 23% of the personnel. Except for the National Guard, the percentage increases in the decentralized organs of PyRS, SPF and CONASE.
- Public media such as radio, television, recruiters, social networks, and own research, were an important part to achieve the enlistment of 70% of surveyed personnel.
- » SSPC is considered to provide equipment, facilities, and equipment necessary to its personnel to perform their corresponding tasks.
- » The surveyed personnel believe that both women and men should be deployed the same number of times.
- » Institutional favoritism towards women is not seen as putting men at a disadvantage.

Top barriers

- » In the SSPC there have been no recruitment campaigns exclusively for women in the last 10 years in general.
- Women are less likely to receive international education, with only 19% mentioning having attended a police training session abroad.
- Women encounter greater mobility difficulties within the SSPC (73%), compared to men (60%).
- Surveyed personnel mentioned that SSPC uniforms do not fit women's bodies. In the case of decentralized administrative bodies, it varies according to each one, however, in none of them exceeds 50% the personnel that considers that the uniforms fit women's bodies.
- Men leave the SSPC and its decentralized administrative bodies to a greater extent than women. However, women (33%) plan to do so in a higher percentage than men (22%) out of the surveyed personnel.
- » Personnel do not volunteer for deployment, according to 90% of surveyed personnel.
- » Most personnel do not believe that SSPC favors women in opportunities such as promotions, deployments, and jobs.

Top good practices

Women represent 20% of SSPC's personnel

In 2020, the SSPC had 42,962 women in the institution, which represents 23% of the total. The decentralized administrative bodies also registered high proportions of women (except for the GN): 56% of PyRS's personnel are women, 39% of CONASE, 31% of SPF and 17% of GN.

1 2 3 4 5 6 7 8 9 10



Box 2. Proportion of personnel in the SSPC decentralized organs

70% of the personnel in the sample found out about SSCP recruitment through public media (radio, newspapers, television, social networks, school/teacher, recruiter, own research). The diversification of media for enlistment, as well as the small gaps between women's and men's responses, are the result of the efforts of the SSPC in general, as well as of the decentralized administrative bodies.

Box 3. How did you find out about the possibility of joining the SSPC?

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м	Tot	w	м	Tot	м	Hom	Tot	w	м
Family	13.79%	13.27%	14.36%	10.08%	9.86%	10.34%	6.25%	11.11%	NA	16.42%	16.18%	16.67%	15.75%	14.29%	17.19%
Friends	23.4%	22.27%	24.62%	20.93%	16.9%	25.86%	31.25%	44.44%	14.29%	11.94%	16.18%	7.58%	37.01%	31.75%	42.19%
Newspapers	10.1%	11.37%	8.72%	17.83%	16.9%	18.97%	NA	NA	NA	5.22%	8.82%	1.52%	8.66%	9.52%	7.81%
Radio	4.19%	4.27%	4.1%	6.2%	5.63%	6.9%	6.25%	11.11%	NA	2.24%	2.94%	1.52%	3.94%	3.17%	4.69%
Social Media	10.84%	10.43%	11.28%	10.08%	8.45%	12.07%	6.25%	11.11%	NA	11.19%	10.29%	12.12%	11.81%	12.70%	10.94%
School/Teacher	3.2%	3.32%	3.08%	5.43%	5.63%	5.17%	NA	NA	NA	2.99%	1.47%	4.55%	1.57%	3.17%	NA
Mentor	0.99%	0.95%	1.03%	NA	NA	NA	6.25%	NA	14.29%	NA	NA	NA	2.36%	3.17%	1.56%
Female recruiter	5.17%	4.27%	6.15%	6.2%	8.45%	3.45%	12.5%	NA	28.57%	2.24%	1.47%	3.03%	6.3%	3.17%	9.38%
Male recruiter	8.87%	6.64%	11.28%	9.3%	11.27%	6.9%	12.5%	11.11%	14.29%	7.46%	1.47%	13.64%	9.45%	6.35%	12.50%
Find out for myself	27.83%	28.44%	27.18%	25.58%	26.76%	24.14%	6.25%	NA	14.29%	38.06%	41.18%	34.85%	22.05%	20.63%	23.44%
Other	14.53%	17.06%	11.79%	13.95%	14.08%	13.79%	18.7%	22.22%	14.29%	20.15%	23.53%	16.67%	8.66%	12.70%	4.69%

SSPC women work in medium and senior positions

According to the structure of the decentralized bodies, the proportion of women in middle or senior positions is as follows. In the case of PyRS, women accounted for 38% in middle or higher positions. For the SPF, women made up 47% of the positions¹. In CONASE, women accounted

1 In the case of the SPF, these senior positions are: Commissioners Chief Officer/Department Chief, and General Director and Area Supervisor.

1 2 3 4 5 6 7 8 9 10

for 38% of "area" personnel. Finally, in the National Guard, of the total number of senior personnel, women occupied 31 percent of these positions.³

The composition of the institution shows that 43 % of SSPC women hold middle or senior positions (from non-commissioned officer to inspector general). As for the decentralized administrative bodies, in 2020 38% of the personnel in middle or senior management in **PyRS** were women, 47% in **SPF**, 38% in **CONASE** and 31% in **GN**.

Overall, there is a steady increase of women within the institution

There is a small but steady increase in the percentage of women who are part of the SSPC. In the case of **the GN**, in 2019, women represented 13% of the institution's personnel, in 2020 17% and in 2021 18%. For its part, the **SPF** in 2018 and 2019 had 25% women, in 2020 it increased to 31%. Regarding **PyRS**, the percentage of women has not changed in recent years, since, in 2018, 2019 and 2020, women represented 56% of the personnel. Finally, in 2018 44% of **CONASE** personnel were women, in 2019 48% and in 2020 39%.

The necessary equipment is provided in order to perform the work

Approximately 70% of women and 80% of men mentioned the SSPC provides them with the necessary equipment to carry out their work. Both the **GN** and **the SPF** and **RSP** provide women and men with the same work equipment. However, there is no equipment specifically tailored to women. **CONASE** personnel do not need specific equipment to carry out their activities.

2 In the case of the SPF, these senior positions are: Anti-kidnapping National, General Direction, Area Direction, Area Sub-direction, Liaison and Department Headquarters

 ${\tt 3}$ For the NG, Commissioner General up to General Director of the Chief Department/ Unit are considered.

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м												
No	23.89%	29.86%	17.44%	25.58%	32.39%	17.24%	18.75%	22.22%	14.29%	31.34%	38.24%	24.24%	14.96%	19.05%	10.94%
Yes	74.88%	69.67%	80.51%	73.64%	67.61%	81.03%	75%	77.78%	71.43%	67.91%	61.76%	74.24%	83.46%	79.37%	87.50%
I don't know	1.23%	0.47%	2.05%	NA	NA	1.72%	6.25%	NA	14.29%	0.75%	NA	1.52%	1.57%	1.59%	1.56%

Box 4. Do Mexican security forces provide the necessary equipment to carry out their work?

Equipment and facilities are perceived as adequate

The facilities and equipment that the SSPC identified as adequate by the surveyed personnel. Uniforms (31%) and equipment (24%) were the two elements most personnel reported as inadequate.

Box 5. What kind of facilities/equipment provided by Mexican Security Forces do you consider inadequate?

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м												
None	34.73%	28.44%	41.54%	34.88%	23.94%	48.28%	43.75%	55.56%	28.57%	36.57%	29.41%	43.94%	31.5%	28.57%	34.38%
Bathrooms	12.07%	15.17%	8.72%	9.3%	12.68%	5.17%	12.5%	NA	28.57%	12.69%	17.65%	7.58%	14.17%	17.46%	10.94%
Bedrooms	15.76%	16.11%	15.3%	12.4%	16.9%	6.9%	6.25%	NA	14.29%	17.91%	14.71%	21.21%	18.11%	19.05%	17.19%
Office spaces	14.78%	18.01%	11.28%	8.53%	8.45%	8.62%	25%	33.33%	14.29%	18.66%	22.06%	15.15%	15.75%	22.22%	9.38%
Dining room	16.75%	20.38%	12.82%	13.18%	15.49%	10.34%	18.75%	11.11%	28.57%	11.94%	17.65%	6.06%	25.2%	30.16%	20.31%
Recreation spaces	18.72%	17.54%	20%	17.05%	14.08%	20.69%	12.5%	NA	28.57%	13.43%	16.18%	10.61%	26.77%	25.4%	28.13%
Uniforms	31.03%	34.60%	27.18%	41.09%	45.07%	36.21%	18.75%	NA	42.86%	35.07%	39.71%	30.3%	18.11%	22.22%	14.06%
Team	23.89%	25.12%	22.56%	24.81%	30.99%	17.24%	31.25%	22.22%	42.86%	28.36%	30.88%	25.76%	17.32%	12.7%	21.88%
Lactation room	8.13%	8.53%	7.69%	10.08%	11.27%	8.62%	NA	NA	NA	11.19%	11.76%	10.61%	3.94%	3.17%	4.69%
I don't know	0.49%	0.47%	0.51%	NA	NA	NA	NA	NA	NA	0.75%	1.47%	NA	0.79%	NA	1.56%
I do not wish to reply	1.48%	1.42%	1.54%	1.55%	1.41%	1.72%	NA	NA	NA	NA	NA	NA	3.15%	3.17%	3.13%

Personnel believe women and men should be deployed the same number of times

5

6

Overall, the surveyed personnel believe that the ideal number of deployments to a UN Peace Operation, for both women (42%) and men (38%), is of one deployment.

Institutional favoritism for women is not seen as a disadvantage for men

Only 9% of SSPC personnel believe that institutional favoritism towards women puts men at a disadvantage. The responses of the personnel of the different decentralized administrative bodies are similar, ranging from 5% to 13%

Women are allowed access to the decentralized administrative bodies of the SSPC

Since their creation, the four decentralized bodies stipulate that access is allowed to women. In the case of **NG**, it is specified that they do not distinguish between women and men. On their part, **PyRS** does not differentiate between women and men for admission since the Regulation of this decentralized administrative body, which establishes in article 39 that the recruitment process must be carried out without any discrimination based on "age, disability, skin color, culture, sex, economic condition, physical appearance, genetic characteristics, pregnancy, language, opinions, sexual preferences, identity or political affiliation, marital status, family situation, family responsibilities or for any other reason that violates human dignity⁴." Likewise, in the creation decree by **CONASE** and **SPF** respectively, no specific mention is made of women and men, but access for women has been allowed since its creation.

Barriers

The SSPC does not have specific recruitment campaigns for women

Within the SSPC there have been no specific recruitment campaigns for women in the last 10 years. However, this is due to different factors and depends on each deconcentrated organ.

⁴ Agreement issuing the Provisions on Human Resources and Professional Career Service, Federal Official Gazette, November 27, 2018 § (2010). https://www.gob.mx/cms/uploads/attachment/ file/703690/58-_ACUERDO_por_el_que_se_emiten_las_Disposiciones_en_las_materias_de_Recursos_Humanos_y_del_Servicio_Profesional_de_Carrera.pdf.

In the case of **CONASE**, there have been no recruitment campaigns, neither for men nor for women.

On its part, the **GN** bases the recruitment process on the principle of gender equality, which adheres to the provisions of article 1 of the Political Constitution of the United Mexican States. Despite this, there have been no recruitment campaigns specifically targeting women and they are frankly a minority.

In the call for admission to the **SPF**, despite being addressed to both women and men, it emphasizes calling for "women with a service vocation" as well as the use of photographs of women. Looking at the number of graduates, one might assume that efforts are being made to recruit women. However, there is no call addressed exclusively to them.

Finally, in the case of **PyRS** it is mentioned that there are no exclusive calls for women, however, a greater number of women are integrated into them.

In general, it is mentioned that in 2020 and 2021 the SSPC, within the framework of resolution 1325 (2000), has made efforts to promote the importance of women's participation in Peace Operations. Likewise, it disseminates the calls in the different decentralized administrative bodies, preferably to the candidacy of qualified policewomen, with which one can note an internal police policy committed to executing the agenda of women, peace and security.

Women are less likely to receive international training

Only 19% of the personnel in the sample mentioned having attended at least one police training abroad. However, only 13% of women reported having obtained international training, while 26% of men answered in the same way. The low participation of personnel in training abroad is related to the fact that between 2020 and 2021, the SSPC only received 10 calls from the United Nations.

More women find mobility within the institution difficult

Overall, 66% of the sample considers it difficult or very difficult to move from one branch to another within the SSPC. However, women identify it to a greater extent (73%) than men (60%).

1 2 3 4 5 6 7 8 9 10

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м		w	м	Tot	w	м	Tot	w	м
Very difficult	23.15%	23.7%	22.56%	26.36%	25.35%	27.59%	18.75%	22.22%	14.29%	25.37%	26.47%	24.24%	18.11%	19.05%	17.19%
Difficult	43.10%	48.82%	36.92%	44.19%	50.7%	36.21%	56.25%	44.44%	71.43%	34.33%	38.24%	30.3%	49.61%	58.73%	40.63%
Neutral	15.52%	15.17%	15.9%	11.63%	9.86%	13.79%	6.25%	11.11%	NA	19.4%	20.59%	18.18%	16.54%	15.87%	17.19%
Easy	12.56%	8.53%	16.92%	9.3%	8.45%	10.34%	6.25%	NA	14.29%	17.91%	14.71%	21.21%	11.02%	3.17%	18.75%
Very easy	2.22%	0.95%	3.59%	3.1%	1.41%	5.17%	NA	NA	NA	0.75%	NA	1.52%	3.15%	1.59%	4.69%
I don't know	3.45%	2.84%	4.1%	5.43%	4.23%	6.9%	12.5%	22.22%	NA	2.24%	NA	4.55%	1.57%	1.59%	1.56%

Box 6. How easy is it to move from one specialty to another within the Security Forces?

SSPC uniforms sometimes do not fit women's bodies

Only 40% of SSPC women mentioned that uniforms fit their body. As for the decentralized administrative bodies, 34% of women in PyRS, 44% of GN women and 49% of SPF women indicated that uniforms fit their bodies.

Each decentralized administrative body has different uniforms as well as different suppliers. The GN has uniforms in different sizes and settings for women. In addition, the uniforms are distinguished between administrative, operational and gala. There are also special uniforms for pregnant women and the Manual of Uniforms, Insignia and Equipment is in the process of approval and dissemination. Similarly, it happens in PyRS and SPF, there are uniforms with small variations, such as footwear and cap, and different fit for women. In the case of CONASE, personnel do not wear uniforms.

Men drop out of SSPC to a greater extent than women

In 2020, the majority of SSPC casualties were men. In the case of the GN, 77% of the casualties were men. 72% of SPF casualties were men, as well as 79% for CONASE. However, women are more likely to consider dropping out of SSPC (33%) than men (22%).

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	м	w	Tot	м	Him	Tot	w	м	Tot	w	м
No	69.95%	63.98%	76.41%	65.89%	54.93%	79.31%	56.25%	66.67%	42.86%	76.87%	72.06%	81.82%	68.5%	65.08%	71.88%
Yes	27.34%	32.7%	21.54%	32.56%	42.25%	20.69%	43.75%	33.33%	57.14%	20.9%	25%	16.67%	26.77%	30.16%	23.44%
I do not know	0.49%		1.03 %	NA	1.57 %	NA	3.13 %								
NA	1.03%	NA	1.57%	NA	3.13%	4.76 %	1.56 %								
I do not wish to reply	1.97%	2.84%	1.03%	1.55%	2.82%	NA	NA	NA	NA	1.49%	1.47%	1.52%	3.15%	4.76%	1.56%

Box 7. Have you ever considered withdrawing from the Security Forces to which you belong?

Personnel do not volunteer for deployment

90% of the surveyed personnel did not apply as volunteers to deploy to the UN Peace Mission. This is reflected in all decentralized administrative bodies, as 93% of PyRS personnel, 88% of CONASE personnel, 95% of GN personnel and 82% of SPF personnel said they had not applied.

Most personnel do not believe SSPC favors women

Only 13% of personnel believe that SSPC favors women in opportunities such as promotions, deployments and jobs.

Implementation gaps and experience

There is an experience gap as to the adequacy of the uniforms provided and the equipment given to the personnel needed to perform their jobs. Regarding experience gaps, there was a difference in perception between women and men regarding the how easy it is to move around specialties and the approach to leaving the institution.

Deployment criteria

LOW MEDIUM PRIORITY

Deployment criteria measures the skills and criteria needed and prioritized for deployment, whether men or women are more likely to have these skills and whether the criteria is more likely to favor men over women. (Karim, 2020)

The objectives of the issue area are:

- » Identify whether the skills needed for deployment are/can be met equally by women and men.
- » Contrast country- and UN-specific requirements.
- » Measure whether the skills required by the UN match what is needed on the ground.
- » Identify whether women's skills are valued.

Summary of results

Deployment criteria has a medium priority because it does not represent a significant barrier for women and men, the difference in experience between women and men is not significant. The SSPC also did not have a high average rating on the implementation gap and whether this issue area disproportionately affects women. This issue area was not identified by the women in the sample within the three main challenges for their participation in Peace Operations. In fact, it occupied the ninth most important challenge, with only 20% of the sample of women pointing to it as such.

Top good practices

- » Conflict resolution skills for deployment are recognized, where 80% of the surveyed personnel indicated that they are a requirement to be able to be deployed.
- » The requirements for deployment are taught at the training academy and/or at CECOPAM.
- » Deployment requirements are known to the senior level and are made known through deployment calls.
- » The age required for deployment coincides with the UN of 25 to 55 years of age.
- » Lack of skills or rank are not determining factors for personnel not applying for deployment.
- » 80% of personnel said they felt willing or very willing to approach a superior to discuss deployment possibilities.
- Personnel consider the most important skills for deployment to be those they meet. Especially conflict resolution and interpersonal relationships.

Top barriers

- Personnel know few requirements for deployment, less than 75% of the surveyed personnel said they are aware of UN requirements to be deployed to a Peacekeeping Operation.
- The surveyed personnel believe they meet only some of the requirements necessary to be deployed and do not have all the necessary skills to be part of the deployment.
- The requirements established by the United Nations are not those considered as the main skills to succeed in the mission by the surveyed personnel.
- » Women have a driver's license (58%) to a lesser extent than men (81%).
- » Most surveyed personnel do not have a valid passport (66%).
- » Surveyed personnel consider language as a limiting criterion for deployment to a UN mission.

Good practices

The importance of conflict resolution skills for deployment is recognized

80% of surveyed personnel indicated that conflict resolution skills are a requirement to deploy. While this skill is not part of the UN's base deployment requirements, they are highly desirable skills for deployment and good mission performance.

The requirements for deployment are taught at the training academy and/or at CECOPAM

The skills and requirements necessary for deployment are taught in the training academies of each decentralized administrative body, as well as in the CECOPAM courses attended by personnel to train in Peace Operations.

Joint Training Center for Peace Operations (CECOPAM)

Mexico has the Joint Training Center for Peace Operations (CE-COPAM), which became operational in 2018 after joint efforts by the Ministry of Foreign Affairs, the Secretary of National Defense, the Secretary of the Navy and the Ministry of the Treasury. Its mission is to train military, police and civilian personnel from the different agencies of the Mexican State to deploy in UN Peace Operations¹.

5

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From 2019 to 2021, 19 women and 7 men from the different decentralized bodies of the SSPC attended CECOPAM courses. Of these, 1 woman is part of CONASE, 8 women and 1 man are part of GN, 13 women and 3 men are part of the SPF, and there was no participation from PyRS in any course in the CECOPAM.

The 2021 curriculum included the following courses:

- » United Nations Military Observers
- » Regional Training for the Handling of Weapons and Ammunition in Peace Operations
- » Essential United Nations Gender-Focused Pre-Deployment
- » United Nations Protection of Civilians
- » Safe Approach to Field Activities (SSAFE)
- » French Technician in Peace Operations
- » United Nations Chief of personnel Officers
- » United Nations police
- » Female Military Officers

The duration of the courses ranges from 2 to 4 weeks, they are taught mainly by teachers from the Army and Air Force. There are also guest professors from the Mexican Navy, the GN and the French Embassy.

The Military Officers and Observers course as well as the United Nations General personnel course were certified by the UN in 2020 and 2022, respectively. The certification of the rest of the courses is in the process of materialization, in conformity with the evaluation schedule that the UN makes in this matter.

¹ Ministry of National Defense (SEDENA), "Centro de Entrenamiento Conjunto de Operaciones de Paz (CECOPAM)", gob.mx, retrieved on june 5 2022, http://www.gob.mx/ sedena/articulos/centro-de-entrenamiento-conjunto-de-operaciones-de-paz-ceco-pam?idiom=es.

Deployment requirements are known to senior personnel

The deployment requirements are announced through the calls through official letters addressed to the head of the decentralized administrative bodies of the SSPC, as well as to the heads of the ministries of public security of the 32 states of the republic. Subsequently, each decentralized body disseminates the calls among its personnel. In the case of the SPF, the chain of command is used for dissemination, as well as the institution's portal. In PyRS, the calls reach the General Directorate of the body and are transmitted to the Office of the General Coordinator of Federal Centers for dissemination. The GN transmits the calls to the State Coordination and to the institution's agencies for dissemination among all personnel. Due to the lack of definition by CONASE, the process of disseminating the calls and the requirements to apply is not clear.

Importance of disciplinary background

The disciplinary background has great relevance for the entry of personnel into the SSPC, this extends to the selection of personnel for deployment in UN Peace Operations. Each decentralized administrative body is governed by different guidelines on disciplinary records.

At PyRS, personnel undergo a confidence control exam upon entering the institution. Entry requirements include:

- » Not having been convicted by an irrevocable sentence for intentional crime, nor be subject to criminal proceedings.
- » Not being suspended or having been dismissed or disqualified by a final resolution of any Supervisory Body.
- » Do not make use of psychotropic substances, narcotics or others that produce similar effects, or suffer from alcoholism.

Article 25 of the National Guard Act establishes that in order to enter the GN it is required to "not to having been convicted by final sentence for a crime, not to be subject to or linked to criminal proceedings, nor to have an arrest warrant or appearance"¹. Similarly, article 26 establishes that personnel must have a personal file that includes "disciplinary corrections and sanctions that, where appropriate, have accumulated, in particular those related to human rights recommendations"², among other things. Likewise, good conduct is part of the promotion requirements.³

1 NATIONAL GUARD ACT, Federal Official Gazette 05-27-2019 § (2019).

2 Ibid

3 Ibid

Article 31 of the Federal ⁴Protection Service Regulations establishes that admission to the institution requires:

- >> Having notoriously good conduct, not having been convicted by an irrevocable sentence for intentional crime or being subject to criminal proceedings.
- » Passing the evaluation of reliance control proceedings.
- » Not being suspended or disqualified, nor having been dismissed by a final resolution as a public servant or, where appropriate, not having been dismissed or discharged from public security institutions for serious misconduct in the exercise of their functions.

There is no information on the handling of disciplinary records in CONASE.

4 Federal Protective Service REGULATIONS, Federal Official Gazette 01-16-15 § (2015).

The age required for deployment matches what the UN sets

The requirement for a minimum age for deployment coincides with what was requested by the UN. The required age range is between 25 and 55 years of age to deploy as UNPOL. In the case of secondment deployments, it is possible to deploy up to 62 years of age.

Lack of skills or rank is not the main reason personnel do not apply for deployment

Not having the required skills or rank was singled out by only 6% of the surveyed personnel as the reason why they did not volunteer.

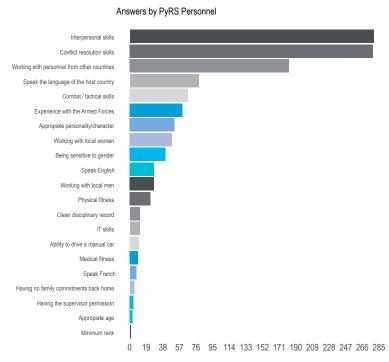
Women and men are willing to discuss deployment opportunities with their superiors

About 80% of personnel said they felt willing or very willing to approach a superior to discuss deployment possibilities. There is no significant difference between the disposition of women (77%) and the disposition of men (83%).

The skills that personnel consider most important for deployment are, in turn, those that they believe they meet

Around 77% of personnel believe they meet the interpersonal skills needed for deployment. This skill is considered the most important for the success of a Peace Operation. Likewise, 74% of the surveyed personnel indicated that they believe they meet the necessary conflict resolution and negotiation skills. This skill is the second most important for the success of the mission by the personnel.

Most important skills/abilities for the success of a UN peace operation



Box 8. Which three of these skills/attributes/capabilities are key to successful UN Peace Operation?

Women and men have similar knowledge of deployment requirements

Personnel responses show little difference between the knowledge women and men have of the deployment requirements requested by the UN.

1 2 3 4 5 6 7 8 9 10

Barriers

Personnel are aware of few of the deployment requirements requested by the UN

Less than 75% of surveyed personnel indicated that deployment requires driving (68%), English (74%), French (43%), computer knowledge (58%), tactics or small arms (6%) and personality (73%) tests, as well as having a specific number of years in the institution (40%), having a specific age (35%) and having a clean disciplinary record (73%). These are the basic requirements requested by the UN for the deployment of personnel in a Peace Operation.

More than 75% of surveyed personnel identified medical testing (82%) and conflict resolution skills (80%) as requirements for deployment to a UN Peace Operation, which are part of the UN's core requirements.

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м												
None	0.74%	ON	1.54%	ON	ON	ON	ON	ON	ON	0.75%	ON	1.52%	1.57%	ON	3.13%
Test drive	67.98%	65.4%	70.77%	55.81%	56.34%	55.17%	68.75%	55.56%	85.71%	74.63%	67.65%	81.82%	73.23%	74.6%	71.88%
Physical fitness test	78.08%	77.25%	78.97%	62.02%	63.38%	60.34%	87.50%	77.78%	100%	83.58%	82.35%	84.85%	87.40%	87.3%	87.5%
Written test	67.98%	62.56%	73.85%	55.81%	50.70%	62.07%	62.50%	55.56%	71.43%	78.36%	72.06%	84.85%	70.08%	66.67%	73.44%
English test	74.14%	71.56%	76.92%	65.89%	66.20%	65.52%	81.25%	66.67%	100%	82.84%	75%	90.91%	72.44%	74.6%	70.31%
French test	42.61%	36.02%	49.74%	42.64%	39.44%	46.55%	12.50%	11.11%	14.29%	51.49%	41.18%	62.12%	37.01%	30.16%	43.75%
Medical test	82.02%	80.57%	83.59%	67.44%	67.61%	67.24%	93.75%	88.89%	100%	88.06%	85.29%	90.91%	88.98%	88.89%	89.06%
Specific number of years in service	39.90%	36.49%	43.59%	24.03%	19.72%	29.31%	56.25%	55.56%	57.14%	45.52%	45.59%	45.45%	48.03%	42.86%	53.13%

Box 9. Please select the necessary requirements for deployment to a UN Peace Operation for UN Police

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м												
Specific degree	30.05%	28.91%	31.28%	29.46%	26.76%	32.76%	18.75%	11.11%	28.57%	31.34%	32.35%	30.30%	30.71%	30.16%	31.25%
Specific age	35.22%	34.6%	35.90%	28.68%	29.58%	27.59%	25.00%	22.22%	28.57%	38.81%	39.71%	37.88%	39.37%	36.51%	42.19%
Computer test	58.13%	53.55%	63.08%	49.61%	47.89%	51.72%	56.25%	44.44%	71.43%	72.39%	66.18%	78.79%	51.97%	47.62%	56.25%
Small arms / Tactical test	68.97%	68.25%	69.74%	48.06%	47.89%	48.28%	87.50%	77.78%	100%	79.85%	76.47%	83.33%	76.38%	80.95%	71.88%
Personality/ character test	73.40%	72.04%	74.87%	61.24%	63.38%	58.62%	93.75	88.89%	100%	76.12%	72.06%	80.30%	80.31%	79.37%	81.25%
Disciplinary history	73.40%	72.99%	73.85%	62.79%	67.61%	56.90%	87.50%	77.78%	100%	77.61%	73.53%	81.82%	77.95%	77.78%	78.13%
Single / no children	11.33%	14.22%	8.21%	9.30%	12.68%	5.17%	6.25	NA	14.29%	14.93%	19.12%	10.61%	10.24%	12.7%	7.81%
Your supervisor's permission	45.57%	42.65%	48.72%	34.88%	30.99%	39.66%	68.75%	55.56%	85.71%	54.48%	51.47%	57.58%	44.09%	44.44%	43.75%
Gender sensitivity test	64.53%	63.03%	66.15%	50.39%	53.52%	46.55%	87.50%	77.78%	100%	71.64%	66.18%	77.27%	68.50%	68.25%	68.75%
Communication / listening comprehension / interpersonal skills	74.38%	73.93%	74.87%	57.36%	56.34%	58.62%	93.75%	88.89%	100%	79.85%	76.47%	83.33%	83.46%	88.89%	78.13%
Conflict resolution/ negotiation skills	80.05%	79.62%	80.51%	68.22%	67.61%	68.97%	93.75%	88.89%	100%	84.33%	82.35%	86.36%	85.83%	88.89%	82.81%
The country does not deploy military observers / UNPOL	0.49%	NA	1.03%	1.55%	NA	3.45%	NA								
Other	0.25%	0.47%	NA	0.75%	1.47%	NA	NA	NA	NA						
I don't know	11.33%	12.8%	9.74%	24.03%	23.94%	24.14%	6.25%	11.11%	NA	7.46%	10.29%	4.55%	3.15%	3.17%	3.13%

Box 9. Please select the necessary requirements for deployment to a UN Peace Operation for UN Police

Personnel believe they meet only some of the requirements for deployment

The requirements for deployment that personnel believe they meet are having the right number of years for deployment (50%), the necessary computing skills (51%), the right communication and interpersonal skills (77%), the required negotiation and conflict resolution skills (74%) and the necessary gender sensitivity skills (50%).

Personnel do not believe they meet other skills or requirements that are part of the UN's core requirements such as driving a manual car (44%), passing physical fitness tests (47%) and medical tests (44%), having the correct rank (27%) or age (39%) for deployment, having the required tactical and combat skills (43%), having a clean disciplinary record (43%) and having the necessary English (23%) and French (9%) language proficiency.

reace open		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м	Tot	ws	м	Tot	w	м	Tot	w	м
Ability to work with local women	54.43%	54.50%	54.36%	62.79%	70.42%	53.45%	50%	55.56%	42.86%	45.52%	38.24%	53.03%	55.91%	53.97%	57.81%
Ability to work with local men	52.46%	52.61%	52.31%	61.24%	67.61%	53.45%	50%	55.56%	42.86%	43.28%	35.29%	51.52%	53.54%	53.97%	53.13%
Communication / listening comprehension / interpersonal skills	77.09%	81.04%	72.82%	78.29%	80.28%	75.86%	87.50%	100%	71.43%	75.37%	79.41%	71.21%	76.38%	80.95%	71.88%
Conflict resolution/ negotiation skills	74.14%	74.41%	73.85%	72.09%	76.06%	67.24%	87.50%	88.89%	85.71%	73.88%	72.06%	75.76%	74.80%	73.02%	76.56%
Ability to work with personnel from other countries	60.59%	58.29%	63.08%	56.59%	50.70%	63.79%	68.75%	77.78%	57.14%	63.43%	58.82%	68.18%	60.63%	63.49%	57.81%
Tactical/ combat skills	43.35%	40.28%	46.67%	37.21%	36.62%	37.93%	18.75%	22.22%	14.29%	55.22%	48.53%	62.12%	40.16%	38.10%	42.19%
Computer skills	51.48%	53.08%	49.74%	49.61%	57.75%	39.66%	50%	66.67%	28.57%	47.01%	44.12%	50%	58.27%	55.56%	60.94%
Ability to drive a manual car	43.60%	38.86%	48.72%	41.86%	39.44%	44.83%	37.50%	44.44%	28.57%	38.81%	30.88%	46.97%	51.18%	46.03%	56.25%
Ability to speak the language of the host country	26.35%	19.91%	33.33%	24.03%	15.49%	34.48%	25%	11.11%	42.86%	26.87%	26.47%	27.27%	28.35%	19.05%	37.50%
Speak English	22.66%	20.38%	25.13%	20.93%	16.90%	25.86%	37.50%	44.44%	28.57%	20.15%	22.06%	18.18%	25.20%	19.05%	31.25%
Speak French	8.87%	9%	8.72%	10.08%	8.45%	12.07%	ON	ON	ON	8.21%	11.76%	4.55%	9.45%	7.94%	10.94%

Box 10. Select all the skills you have or the requirements you think you meet to deploy to a UN Peace Operation

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м	Tot	ws	м	Tot	w	м	Tot	w	м
Physical Aptitudes	46.80%	47.87%	45.64%	47.29%	49.30%	44.83%	37.50%	44.44%	28.57%	48.51%	45.59%	51.52%	45.67%	49.21%	42.19%
Medical skills	44.09%	44.55%	43.59%	43.41%	47.89%	37.93%	37.50%	44.44%	28.57%	43.28%	39.71%	46.97%	46.46%	46.03%	46.88%
Experience within the security forces	49.26%	52.13%	46.15%	48.06%	57.75%	36.21%	25%	22.22%	28.57%	51.49%	47.06%	56.06%	51.18%	55.56%	46.88%
Minimum grade	27.34%	28.91%	25.64%	31.78%	33.80%	29.31%	18.75%	22.22%	14.29%	26.12%	26.47%	25.76%	25.20%	26.98%	23.44%
Appropriate age	39.16%	40.28%	37.95%	42.64%	45.07%	39.66%	31.25%	44.44%	14.29%	33.58%	29.41%	37.88%	42.52%	46.03%	39.06%
Appropriate personality/ character	53.45%	61.14%	45.13%	51.16%	59.15%	41.38%	56.25%	66.67%	42.86%	50%	58.82%	40.91%	59.06%	65.08%	53.13%
Clean disciplinary record	42.86%	47.39%	37.95%	48.84%	56.34%	39.66%	37.50%	55.56%	14.29%	37.31%	36.76%	37.88%	43.31%	47.62%	39.06%
Not having family commitments at home	17.24%	15.64%	18.97%	18.60%	16.90%	20.69%	12.50%	11.11%	14.29%	17.16%	16.18%	18.18%	16.54%	14.29%	18.75%
Have your supervisor's permission	21.92%	24.17%	19.49%	25.58%	30.99%	18.97%	12.50%	11.11%	14.29%	23.13%	19.12%	27.27%	18.11%	23.81%	12.50%
Gender sensitivity	49.51%	55.92%	42.56%	46.51%	53.52%	37.93%	56.25%	77.78%	28.57%	45.52%	44.12%	46.97%	55.91%	68.25%	43.75%
Other:	0.25%	ON	0.51%	ON	0.79%	ON	1.56%								

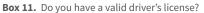
Box 10. Select all the skills you have or the requirements you think you meet to deploy to a UN Peace Operation

The basic requirements requested by the UN are not considered as the main skills or attributes necessary for the success of the mission

Computer skills (3%), the ability to drive a manual car (3%), speaking English (7%) or French (2%), having the right medical skills (2%), having a clean disciplinary record (3%), having the right age (0.74%) and experience within the institution (15%), as well as having the necessary tactical and combat skills (16%) are not considered the most important skills for a successful Peace Operation.

Women have a driver's license to a lesser extent than men

Only 58% of the women in the sample mentioned having a valid driver's license. This contrasts with 81% of men who answered in the same way. The differences between women and men with driver's licenses persist in the decentralized administrative bodies except for the GN.



57



Most personnel do not have a valid passport

66% of SSPC personnel mentioned that they do not have a valid passport. In the case of CONASE, only 31% of personnel do not have a valid passport. However, most of the personnel of the rest of the decentralized administrative bodies do not have one (PyRS 73%, GN 67% and SPF 60%). There are no significant differences between women and men who have a valid passport.

Personnel considers language as an obstacle to deployment

55% of the personnel in the sample consider that language represents an obstacle for deployment to a UN peacekeeping mission.

Implementation gaps and experience

Deployment requirements represent an implementation and experience gap as personnel and the institution have different understandings of the necessary requirements to deploy to a UN Peace Operation and there is a significant difference between the responses of women and men. In addition, there is a gap in experience in meeting deployment requirements, the skills personnel feel that are necessary for deployment, which are the three most important to a mission's success, and the willingness to approach a superior to discuss deployment opportunities.

Deployment selection

3

HIGH PRIORITY

Selection for deployment relates to the process of force generation in countries. Evaluates the processes implemented to select personnel for deployment. It measures whether women have equal access to information about peace operations deployment opportunities, whether the process is unfair and whether the process itself is inhibiting for women. (Karim, 2020)

$1 \quad (2) \quad (3) \quad (4) \quad (5) \quad (6) \quad (7) \quad (8) \quad (9)$

The objectives of the issue area are:

- » Identify the selection processes for deployment.
- » Measure whether all personnel have access to the same information regarding deployment in Peace Operations.
- » Measure the objectivity of the selection processes and whether there is any type of bias in the selection for deployment.

Summary of results

Selection for deployment is a high priority issue area for SSPC because it can represent a barrier for both women and men, while women and men do not experience this area in the same way. In this sense, there was also a moderate difference between the institutional position and the experience of the institution's personnel. The latter case is replicated as to whether the subject area disproportionately affects women. 35% of women identified it as the fourth most important challenge to increase their meaningful participation in Peace Operations.

Top good practices

- The most common advertising medium is also the most preferred by women. Official letters of pamphlets are the preferred method which 76% of women mentioned as the one they preferred to learn about.
- » Deployment opportunities are published in all regions of the country and in all 32 states.
- » SSPC personnel can volunteer at deployment opportunities.
- $\,\gg\,$ The SSPC makes special efforts for the greater participation of women in UN Peace Operations.
- » Women and men surveyed mention that English and French are important for deployment.

Top barriers

- » Personnel are not aware of deployment opportunities, as only 17% of surveyed personnel are aware of the possibility.
- » The selection process is not considered fair by all personnel.
- » About 63% of the surveyed personnel mentioned that it is due to lack of information or knowledge that they do not apply for deployment.
- » Mexico does not deploy trained police units.
- » Personnel do not recognize a standardized process for deployment, with only 43% of surveyed personnel reporting knowledge of it.

- The SSPC does not recognize the presence of mobile training support teams (MTST), selection assistance teams (SAT) or mobile training teams (MTT) by the UN.
- >> Women and men do not consider rank to be a determining element for the selection process, when it is an important requirement for deployment.

Good practices

The most common advertising medium is preferred by women

Despite the limited experience in deployments in Peace Operations, the most common method by which deployment opportunities are publicized are official letters or pamphlets. This is also the preferred means for women (76%) to learn about what is happening within the institution.

Deployment opportunities are published in all regions of the country

Upon receiving the call, the SSPC informs the decentralized administrative bodies, as well as the heads of Public Security of the 32 states of the republic, to disseminate the information amongst personnel.

SSPC personnel can apply as volunteers for deployment

Volunteering for deployment is a possibility for SSPC personnel. Once the SSPC receives a call, it is transmitted to the decentralized administrative bodies, and they disseminate them among the personnel to apply as volunteers. Some 4% of surveyed personnel said they had volunteered for deployment.

SSPC makes special efforts for women's participation

Both the SSPC and the decentralized administrative bodies are making efforts to ensure the participation of women in UN Peace Operations. An example of this is the participation in this study.

The selection process is not discriminatory based on gender

Surveyed personnel do not consider the selection process for deployment to be gender-discriminatory, with only 4% of personnel believing so.

Women and men consider that English and/or French is necessary for the selection process

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Around 76% of the surveyed personnel consider that English and/or French are necessary for the selection process for deployment.

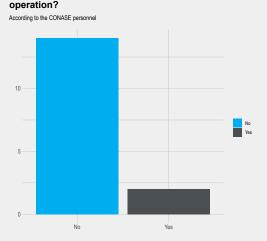
Barriers

Personnel are not aware of deployment opportunities

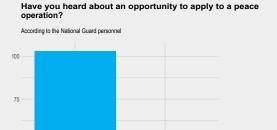
Only 17% of personnel have heard about volunteering to deploy to a UN peacekeeping mission.

The selection process is not considered fair by all personnel

Most personnel have not exchanged favors to be deployed to a UN Peace Operation. However, only 55% of the surveyed personnel consider the selection process to be fair or very fair.



Have you heard about an opportunity to apply to a peace



Yes

50

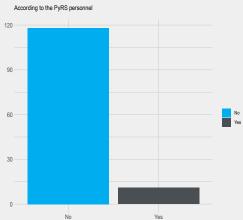
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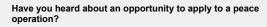
No

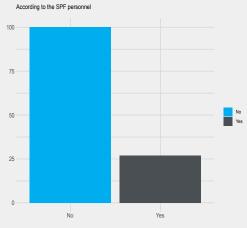
No Yes

Armed and Security Forces of Mexico

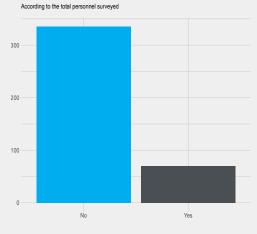


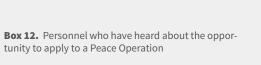
Have you heard about an opportunity to apply to a peace operation?





Have you heard about an opportunity to apply to a peace operation?





Lack of information is the main reason why personnel do not apply for deployment

About 63% of surveyed personnel who have not applied for deployment attributed this to a lack of information or knowledge about deployment opportunities. In the four decentralized administrative bodies, this is also the main reason why personnel have not applied.

Boy 13	Roasons why	/ personnel did	not apply for	denloyment
DUX 13.	Reasons with	y personnei ulu	ποι αρριγποι	uepioymeni

		SSPC			PYRS			CONASE			GN			SPF	
	Tot	w	м												
Family considerations	5.67%	6.16%	5.13%	0.78%	NA	1.72%	6.25%	NA	14.29%	5.97%	8.82%	3.03%	10.24%	11.11%	9.38%
I don't have the necessary skills	4.93%	3.79%	6.15%	3.10%	2.82%	3.45%	NA	NA	NA	5.97%	2.94%	9.09%	6.30%	6.35%	6.25%
I do not have the required degree	0.99%	0.47%	1.54%	NA	NA	NA	NA	NA	NA	2.24%	1.47%	3.03%	0.79%	NA	1.56%
Missions are too dangerous	0.74%	0.95%	0.51%	0.78%	NA	1.72%	6.25%	11.11%	NA	NA	NA	NA	0.79%	1.59%	NA
Missions don't boost my career	0.25%	NA	0.51%	0.78%	NA	1.72%	NA								
Hear negative experiences about mission	0.25%	0.47%	NA	0.75%	1.47%	NA	NA	NA	NA						
Insufficient information on mission deployment	20.69%	18.48%	23.08%	32.56%	26.76%	39.66%	6.25%	11.11%	NA	21.64%	20.59%	22.73%	9.45%	7.94%	10.94%
I didn't hear about the opportunity	41.87%	38.86%	45.13%	58.14%	53.52%	63.79%	12.50%	11.11%	14.29%	50.75%	45.59%	56.06%	19.69%	19.05%	20.31%
Was not interested in peacekeeping missions	2.71%	2.84%	2.56%	1.55%	2.82%	NA	NA	NA	NA	5.22%	4.41%	6.06%	1.57%	1.59%	1.56%
Other	3.94%	5.69%	2.05%	3.10%	2.82%	3.45%	12.50%	22.22%	NA	5.97%	8.82%	3.03%	1.57%	3.17%	NA
I don't know	0.99%	0.95%	1.03%	NA	NA	NA	NA	NA	NA	1.49%	2.94%	NA	1.57	NA	3.13
I do not wish to reply	0.49%	0.95%	NA	1.49%	2.94%	NA	NA	NA	NA						
Not applicable	32.51%	34.60%	30.26%	29.46%	33.80%	24.14%	56.25%	55.56	57.14%	26.12%	23.53%	28.79%	39.37%	44.44%	34.38%

Mexico does not deploy trained police units

Deployment as part of a trained police unit is not an option for SSPC personnel as Mexico does not deploy trained police units.

Personnel do not recognize a standardized recruitment process for deployment

The perception of the surveyed personnel is that the SSPC does not have a standardized process for selection. This is because only 43% of the sample said they knew about this process. However, despite the few calls received, the SSPC has a selection process, although is not quite developed, which consists of an invitation addressed to the Decentralized Administrative Organs of the SSPC, as well as to the heads of Public Security of the 32 states of the country. They are asked to make an open and transparent call to all personnel to nominate qualified police personnel who meet the profile and requirements established by the UN. The call prioritizes women interested in participating in peacekeeping missions.

The SSPC does not recognize the presence of mobile training teams in CECOPAM

According to the institution, Mexico has not received mobile training support teams (MTST), selection assistance teams (SAT), or mobile training teams (MTT) from the UN to support the training and selection process. However, during the inauguration of CECOPAM, a mobile training team (MTT) provided a logistics workshop for contingents.

Women and men do not consider that rank is necessary for the selection process

Some 75% of the surveyed personnel do not consider that rank is a necessary element for the selection process for deployment.

Implementation gaps and experience

There is an implementation gap in terms of the existence of a standardized selection process. As an experience gap, different responses were registered between women and men in terms of the causes they considered were decisive for not being selected for deployment and in the perception of the selection process as fair and free.

Household constraints

MEDIUM HIGH PRIORITY

Household constraints measure the extent to which household and community strains limit women's ability to deploy in peace operations. Women may face certain stigmas or rumors within their family if they are deployed, as well as within the community. (Karim, 2020) The objectives of the issue area are:

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» Identify the extent to which family and domestic obligations present an obstacle for the deployment of women.

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- » Identify the mechanisms, benefits and facilities available to the institution and the country regarding domestic obligations.
- » Identify whether barriers are due to lack of political/institutional will, stereotyped assumptions or social practices.

Summary of results

Household constraints are of medium-high priority because they are an issue area where the institutional position differs from the personnel's experience. In addition, it had average ratings, regarding representing a barrier for women and men, on the difference in their experience in the institution. It scored lower for being a subject area that disproportionately affects women. Finally, it was not identified by women among the three main challenges that prevent the increase of their participation in Peace Operations.

Top good practices

- There is flexibility on the part of the SSPC for work schedules, 82% personnel mentioned being able to leave the office in case of emergency.
- » The SSPC provides paid disability and sick leave according to the surveyed personnel.
- » The institution also recognizes maternity and paternity leave.
- SSPC personnel may take leave for personal reasons for the care of elderly people and family members. This license can be taken in all decentralized administrative bodies except for the GN. It should be noted that these leaves do not affect the professional development of the personnel who request them.
- » Holiday periods are subsidized in the SSPC.
- » Personnel do not consider that deploying makes them bad mothers or fathers.
- » Family members receive medical benefits and pension during deployment.

- » Women do not feel they should ask permission to deploy (79% of respondents).
- » Personnel are willing to discuss familiar issues with their supervisors

Top barriers

- According to the perception of the personnel, they do not consider that the payment for the deployment in Peace Operations covers the expenses of their household. Only 46% of surveyed personnel believe that payment for deployment to a UN Peace Operation covers the maintenance of their home.
- Childcare services do not meet personnel needs, with only 27% of respondents mentioning that childcare facilities meet their needs. Women consider these spaces to a lesser extent to meet their needs (20%) compared to men (34%).
- » Household chores fall mainly on women, as only 4% of respondents mentioned that it is the father who is mainly responsible for the care of children, in contrast to 32% who mentioned mothers.
- » Medium and low personnel do not have domestic and care services for their children, this situation can make their deployment more complicated.
- Women do not feel comfortable in the breastfeeding facilities of their workplace (only 33% mentioned feeling comfortable). About 50% of respondents mentioned that it is acceptable for women to do so in their workplace.
- Women face more social stigma (64%) than men (44%) at the time of deployment, and only 61% of women said they feel little to no fear of being judged by their family members when deployed.

Good practices

There is some flexibility in working hours

The sample personnel consider that there is some flexibility in working hours. 82% said they can leave the office in case of an emergency, 46% indicated they can work from home and 31% mentioned being able to work at times that suit their family and personal needs.

In the case of SPF, personnel can request up to three permits per month to attend family emergencies. Likewise, an ordinary license may be granted to attend to matters of a personal nature.

As for the GN, CONASE and PyRS, given the nature of the functions of these decentralized bodies, there is not so much flexibility in the schedules, the personnel comply with the established schedules to ensure the proper functioning of the institution.

		SSPC			PyRS	,		CONASE			GN			SPF	
	Tot	w	м												
None of the above	10.84%	13.27%	8.21%	16.28%	19.72%	12.07%	6.25%	11.11%	NA	11.94%	14.71%	9.09%	4.72%	4.76%	4.69%
Work from home	45.81%	41.23%	50.77%	37.98%	33.80%	43.10%	93.75%	88.89%	100%	29.10%	20.59%	37.88%	65.35%	65.08%	65.63%
Working at times that suit my personal/ family needs	30.79%	29.38%	32.31%	31.01%	25.35%	37.93%	43.75%	44.44%	42.86%	29.10%	29.41%	28.79%	30.71%	31.75%	29.69%
Leaving the office if there is a family emergency	81.53%	77.73%	85.64%	75.19%	70.42%	81.03%	62.50%	55.56%	71.43%	83.58%	80.88%	86.36%	88.19%	85.71%	90.63%
I don't know	0.99%	0.95%	1.03%	3.10%	2.82%	3.45%	NA								
I do not wish to reply	0.74%	1.42%	NA	2.36%	4.76%	NA									

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Box 14. Flexible schedules: Which of the following activities can you do?

Childcare services are widely recognized by personnel

Around 90% of the surveyed personnel said that there are subsidies or facilities both nationally and provided by the SSPC for childcare. SSPC personnel have access to childcare services provided by ISSSTE and are subsidized. The "Child Welfare and Development Stays"¹ provide service for children between 60 days and 6 years of age. The use of these services is regulated in articles 123, section B, section XI, subsection c) of the Political Constitution of the United Mexican States and 4, section III, subsection d), 196, section IV, and 199 of the Law of the Institute of Security and Social Services of State Workers.

On its part, the SPF has a network of nurseries made up of 220 nurseries, 101 administered by ISSSTE and 119 of its own administration within the ISSSTE system. In 2019 they had 0 girls and boys enrolled and in 2020, 32.

Sick and/or disability leave is possible and paid

Some 92% of surveyed personnel indicated that sick leave is possible within the SSPC. Likewise, 54% of the sample indicated disability leave

1 Law on the Institute of Security and Social Services of State Workers, 11-22-2021 § (2021).

as a benefit within the institution. Respectively, 88% and 48% of personnel indicated that these are paid.

Maternity and paternity leave is recognized by personnel

About 95% of the sample indicated that maternity leave is possible within the SSPC, as well as 90% indicated the same for paternity leave. Regarding their allowance, 93% of personnel acknowledged that maternity (93%) and paternity (88%) leave were paid.

Maternity leave comprises a total of three months with pay, one month before confinement and two months after birth. Paternity leave consists of 5 working days with pay. This applies to all personnel of the four decentralized bodies. Article 56 of the Federal Labor Act^2 stipulates that working conditions shall be the same between women and men and prohibits exclusion on the grounds of pregnancy, among other things.

Sick and disability leave

SSPC personnel are entitled to take sick and/or disability leave. Regulation depends on each decentralized organ.

In the case of GN, personnel may apply for two types of leave. Ordinal leave covers a period of up to 6 months with pay due to illness. On the other hand, unlimited leave does not include a specific period¹ or pay and is granted by the commander of the GN.

In the cases of CONASE, SPF and PyRS, these licenses are regulated by article 37 of the Law on the Institute of Social Security and Services for State Workers². It establishes that when the disease makes work impossible, workers are entitled to leave with full pay or half pay paid by the institution in which they work. The duration and payment of the same depends on the time that the worker has been in the institution.

1 National Guard Act, Federal Official Gazette 05-27-2019 § (2019).

2 Law on the Institute of Security and Social Services of State Workers (2021).

2 FEDERAL LABOR LAW, Federal Official Gazette 05-18-2022 § (2022).

Personnel may take leave for personal reasons

Some 50% of the personnel in the sample recognized the possibility of taking leave to care of family members and/or the elderly. In the SPF, CONASE and PyRS, these types of leaves are considered ordinary leaves in order to tend to personal matters, covers up to 6 months, and must be requested at least 10 days in advance. In the case of GN, personnel do not have this benefit.

	SSPC			PyRS				CONASE			GN		SPF		
	tol	Wt	м	tot	w	м	tot	w	м	toti	w	м	tot	w	м
None	0.74%	0.95%	0.51%	0.78%	1.41%	NA	NA	NA	NA	0.75%	1.47%	NA	0.79%	NA	1.56%
Motherhood	95.07%	98.10%	91.79%	96.12%	98.59%	93.10%	93.75%	100%	85.71%	94.03%	95.59%	92.42%	95.28%	100%	90.63%
Paternity	90.15%	87.68%	92.82%	87.60%	88.73%	86.21%	87.50%	77.78%	100%	93.28%	91.18%	95.45%	89.76%	84.13%	95.31%
Illness	92.36%	91.94%	92.82%	93.80%	92.96%	94.83%	75%	77.78%	71.43%	92.54%	92.65%	92.42%	92.91%	92.06%	93.75%
Caring for family members	29.56%	26.07%	33.33%	26.36%	18.31%	36.21%	18.75%	11.11%	28.57%	43.28%	42.65%	43.94%	19.69%	19.05%	20.31%
Elder care	20.94%	18.96%	23.08%	20.16%	15.49%	25.86%	12.50%	11.11%	14.29%	29.85%	27.94%	31.82%	13.39%	14.29%	12.50%
Disability	54.43%	44.08%	65.64%	48.84%	38.03%	62.07%	43.75%	22.22%	71.43%	61.94%	55.88%	68.18%	53.54%	41.27%	65.63%
Other	2.96%	1.42%	4.62%	NA	NA	NA	NA	NA	NA	6.72%	4.41%	9.09%	2.36%	NA	4.69%
I don't know	0.49%	NA	1.03%	0.78%	NA	1.72%	NA	NA	NA	NA	NA	NA	0.79%	NA	1.56%

Box 14. For which	n of these reasons can y	you take an official license?
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Box 15. What leaves or disabilities are paid?

	SSPC			PyRS				CONASE			GN		SPF		
	tot	w	м												
None	1.72%	1.90%	1.54%	0.78%	1.41%	NA	NA	NA	NA	3.73%	4.41%	3.03%	0.79%	NA	1.56%
Motherhood	92.86%	95.26%	90.26%	95.35%	98.59%	91.38%	93.75%	100%	85.71%	90.30%	89.71%	90.91%	92.91%	96.83%	89.06%
Paternity	88.18%	84.83%	91.79%	89.15%	88.73%	89.66%	87.50%	77.78%	100%	88.81%	85.29%	92.42%	86.61%	80.95%	92.19%
Illness	88.18%	88.63%	87.69%	92.25%	92.96%	91.38%	75%	77.78%	71.43%	83.58%	83.82%	83.33%	90.55%	90.48%	90.63%
Caring for family members	24.88%	21.33%	28.72%	24.81%	18.31%	32.76%	12.50%	11.11%	14.29%	37.31%	36.76%	37.88%	13.39%	9.52%	17.19%

	SSPC			PyRS			CONASE				GN		SPF			
	tot	w	м													
Elder Care	18.23%	17.54%	18.97%	19.38%	15.49%	24.14%	6.25%	11.11%	ON	25.37%	26.47%	24.24%	11.02%	11.11%	10.94%	
Disability	48.03%	38.39%	58.46%	44.96%	33.80%	58.62%	43.75%	22.22%	71.43%	51.49%	50%	53.03%	48.03%	33.33%	62.50%	
Other	1.48%	0.95%	2.05%	0.78%	1.41%	NA	NA	NA	NA	2.24%	1.47%	3.03%	1.57%	NA	3.13%	
I don't know	1.72%	1.90%	1.54%	0.78%	NA	1.72%	NA	NA	NA	3.73%	4.41%	3.03%	0.79%	1.59%	NA	

Box 15. What leaves or disabilities are paid?

Licensing does not affect professional development opportunities

Taking a leave of absence does not adversely affect the professional development of personnel. Only 4% of personnel who have taken leave or leave indicated that they felt they missed opportunities to advance in their career during their leave.

Personnel take licenses and/or permits

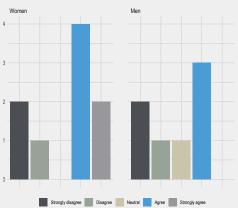
Around 71% of surveyed personnel said they have taken at least 1 leave throughout their career while 29% said they have never taken leave.

Holiday periods are subsidized

SSPC personnel enjoy two vacation periods of 10 days each per year with pay. ³ As for the holiday periods during the deployment, these are agreed upon by each mission. However, the UN does not deduct such vacation days from personnel salaries.

Women and men have support from family members for childcare

76% of surveyed personnel mentioned that they have family members who can help them with childcare while they are deployed in a UN peacekeeping operation. However, women indicated this to a lesser extent (72%) than men (82%).



I have family who can take care of my household while I deploy According to the CONASE personnel

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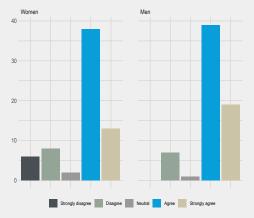
I have family who can take care of my household while I deploy According to the National Guard personnel

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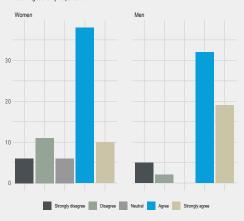
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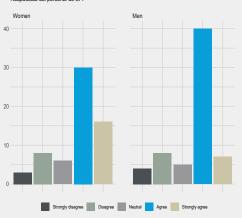
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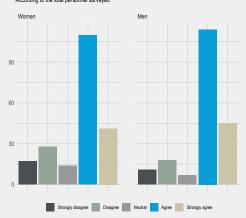
I have family who can take care of my household while I deploy According to the PyRS personnel



I have family who can take care of my household while I deploy Respuestas del personal de SPF



I have family who can take care of my household while I deploy According to the total personnel surveyed



Deployment does not affect personnel's ability to be a good mother/father

Both women and men believe that you can be a good mother and/or father despite being deployed in a UN Peace Operation.

Family members of personnel receive medical and pension benefits

According to article 67 of the Law on the Institute of Social Security and Services for State Workers,⁴ family members of SSPC personnel are entitled to medical benefits through ISSSTE health insurance. In the event of death, the family members of the personnel will receive a pension equivalent to 100% of the basic salary that the worker received prior to his death. In the case of the GN, an exception is made to the commissioned personnel of SEMAR and/or SEDENA, who maintain the services of their original force.

Good practice: Family deployment is possible within the country

According to article 16 of the Federal Law of Workers in the Service of the State, if they are transferred to another locality for more than 6 months, workers have the right to have the expenses of moving their spouse and direct family covered by the institution. This includes transfers within national territory, as long as the transfer has not been requested by the personnel themselves. The service in the GN, PyRS and the SPF implies availability of transfer of personnel and is established in the respective regulations of each decentralized body. The GN is in the process of budgeting and planning to provide this service to its personnel. In the cases of PyRS and SPF, work regimes pose a challenge for personnel given the long working hours, regardless of whether family relocation is possible.

CONASE personnel serve mainly in Mexico City, with possible short trips to other states inside the country, so family relocation is not an option contemplated within the institution. If desired, the personnel can transfer their family with them for the duration of the trip, assuming the costs that this entails.

4Law on the Institute of Security and Social Services of State Workers, 11-22-2021 § (2021).

Women don't think they should ask for permission to deploy

79% of women said they do not consider it necessary to ask permission from a family member to deploy to a UN Peace Operation. Similarly, 74% of men believe that women should not ask their family members for permission to deploy.

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Family considerations are not a constraint for deployment for women and men

Only 6% of surveyed personnel who did not apply for a peacekeeping mission said it was due to family considerations.

Personnel are willing to discuss familiar issues with their supervisors

Surveyed personnel (61%) indicated feeling willing or very willing to approach a supervisor to discuss family issues that affect their job performance (60%). This can prevent family considerations from being an obstacle to personnel deployment and performance within the institution.

Barriers

Personnel do not consider payment for deployment to Peace Operations to cover household expenses

Only 46% of surveyed personnel believe that payment for deployment to a UN Peace Operation covers the maintenance of their home. There is a lack of knowledge regarding the subject since 41% of the sample said they did not know if the payment is sufficient.

Childcare services do not meet personnel needs

Only 27% of personnel said childcare facilities meet their needs. Women consider these facilities to meet their needs to a lesser extent (20%) than men (34%).

Household chores and/or care fall on women

In Mexico, household and care tasks are mostly covered by women. Only 4% of the sample mentioned that it is the father who is mainly responsible for the care of the children. This contrasts with 32% of personnel who mentioned the same for women.

Gender roles and household constraints: Care work in Mexico

In Mexico, gender roles permeate the culture and are reflected in care work, since they are usually carried out by women. In 2013, an INMUJERES study established that of the 11.1 million people who performed care work, 79% were women (almost 9 million women¹). In 2019, the institute stated that six out of 10 children (between zero and six years old) have a mother who works unpaid and must take care of them.² More recently, INMUJERES stated that "in general, in all types of care, regardless of the person being cared for, women are the ones who devote the most time to care work."³

On the other hand, the numbers from the 2016⁴ National Survey on the Dynamics of Household Relations (ENDIREH) reveal that 62.7% disagree that women should be responsible for the care of children, sick and elderly people, while 87.3% agree that men should oversee household chores, including caring for children and sick and elderly people. This may indicate that, although there is a perception that care work is equitable this is not the case, and it is women who continue to be the main caregivers at home.

1 "Care work, scaled-up responsibility?" INMUJERES, December 2013.

2 "Women in child care work". Bulletin. Inequality in numbers. INMUJERES, August 2019. http://cedoc.inmujeres.gob.mx/documentos_download/BA5N08.pdf.

3 "Women and care". Bulletin. Inequality in numbers. INMUJERES, March 2022. http:// cedoc.inmujeres.gob.mx/documentos_download/BA8N03.pdf.

4 "National Survey on the Dynamics of Relationships in Households (ENDIREH) 2016". Presentation of Results. INEGI, on August 18, 2017. http://internet.contenidos.inegi.org. mx/contenidos/productos/prod_serv/contenidos/espanol/bvinegi/productos/nueva_ estruc/promo/endireh2016_presentacion_ejecutiva.pdf.

Mid- and low-ranking personnel do not have domestic and/or care services

It is not common for mid- and low-ranking personnel to have nannies and/or domestic services, which can make deployment difficult for personnel with children. SSPC personnel have daycare services provided by the ISSSTE to support the needs of the care of children. The right of SSPC women to breastfeeding in the workplace is guaranteed by article 28 of the Law on State Workers, which stipulates that: 1

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During breastfeeding they shall have the right to decide between having two extraordinary rests per day, of half an hour each, or one extraordinary rest per day, of one hour to breastfeed their children or to perform the manual expression of milk, in an adequate and hygienic place designated by the institution or unit and shall have access to training and promotion for breastfeeding and breastfeeding, encouraging breast milk to be exclusive food for six months and complementary until late in the second year of age.

Likewise, the Federal Labor Law² protects the rights of breastfeeding women in article 168, which stipulates that "in the event that the competent authorities issue a declaration of health contingency, in accordance with the applicable provisions, the work of pregnant or lactating women may not be used. Workers who are in this case will not suffer prejudice to their salary, benefits and rights. In addition to this, article 170, section IV, establishes that

in the period of breastfeeding for up to a maximum period of six months, they will have two extraordinary rests per day, of half an hour each, to feed their children, in an adequate and hygienic place designated by the company, or, when this is not possible, with the agreement of the employer, their working day will be reduced by one hour during the indicated period.

In the case of **CONASE**, there are still no breastfeeding facilities, but they are planned to be created at the headquarters. However, the fact that **CONASE** facilities do not have childcare facilities represents a logistical problem for breastfeeding women. **PyRS** is working to have lactation rooms. On its part, the **SPF** has a lactation room in the facilities of Miguel Ángel de Quevedo from Monday to Friday from 09:00 a.m. to 7:00 p.m. and Saturday from 09:00 a.m. to 2:00 p.m. The **GN** has 77 breastfeeding facilities distributed in 23 states of the republic which operate 24 hours a day throughout the year.

1 Law on the Institute of Security and Social Services of State Workers, 11-22-2021 § (2021).

2 Federal Labor Law, Federal Official Gazette 05-18-2022 § (2022).

Women don't feel comfortable breastfeeding in the workplace

Only 50% of surveyed personnel said breastfeeding in the workplace is acceptable. In addition, only 33% of the women in the sample believe they feel comfortable in that place.

Women face more social stigma than men

About 60% of the sample noted that women face social stigma for deploying compared to 44% who said the same for men. Likewise, only 61% of the women surveyed said they have little to no fear of being judged by their family for deploying in a UN Peace Operation.

Box 16. Social stigma personnel face: How much social stigma do you think there is for men who leave their children in Mexico to be deployed in a UN Peace Operation?

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		SSPC			PyRS			CONASE			GN			SPF		
	Tot	w	м	Tot	w	м	Tot	м	Him	Tot	w	м	Tot	w	м	
							Won	nen								
A lot of social stigma	59.61%	67.77%	50.77%	58.91%	71.83%	43.10%	56.25%	66.67%	42.86%	50%	55.88%	43.94%	70.87%	76.19%	59.61%	
Some stigma	NA															
Neutral	18.97%	17.54%	20.51%	20.16%	15.49%	25.86%	31.25%	22.22%	42.86%	20.15%	22.06%	18.18%	14.96%	14.29%	18.97%	
Little social stigma	8.62%	6.16%	11.28%	6.98%	1.41%	13.79%	6.25%	11.11%	ON	11.94%	10.29%	13.64%	7.09%	6.35%	8.62%	
No social stigma	10.59%	6.64%	14.87%	9.30%	8.45%	10.34%	6.25%	ON	14.29%	17.16%	10.29%	24.24%	5.51%	1.59%	10.59%	
I don't know	1.72%	0.95%	2.56%	4.65%	2.82%	6.90%	ON	ON	ON	ON	ON	ON	0.79%	ON	1.72%	
I do not wish to reply	0.25%	0.47%	NA	NA	NA	NA	NA	AN	NA	NA	NA	NA	0.79%	1.59%	0.25%	
							Me	in								
A lot of social stigma	18.23%	17.54%	18.97%	13.18%	15.49%	10.34%	18.75%	11.11%	28.57%	17.91%	17.65%	18.18%	23.62%	20.63%	26.56%	
Some stigma	25.86%	27.01%	24.62%	31.78%	32.39%	31.03%	18.75%	33.33%	NA	20.90%	23.53%	18.18%	25.98%	23.81%	28.13%	



Box 16. Social stigma personnel face: How much social stigma do you think there is for men who leave their children in Mexico to be deployed in a UN Peace Operation?

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Implementation gaps and experience

As an implementation gap there is the possibility of taking vacations and the subsidization of the same, the existence of breastfeeding facilities and policies to support breastfeeding at work is not considered as acceptable by the surveyed personnel.

The experience gap was recorded in terms of vacation allowance, the existence of leave for the care of relatives or the elderly, the existence of sick or disability leave, maternity and paternity leave, the level of satisfaction with childcare facilities. In addition, the acceptability of men staying at home caring for children, the level of stigma women face for deployment, and how acceptable it is for families and the community for women to deploy represent an experience gap. Finally, missed opportunities during leave or leave and personnel willingness to approach supervisors about family issues are different between women and men. Peace Operations infrastructure

HIGH PRIORITY

Infrastructure in peace operations measures the extent to which the country can provide specific equipment, infrastructure and services to meet the needs of women in missions. (Karim, 2020) The objectives of the issue area are:

- » Identify whether adequate training is provided for deployment.
- » Measure whether the facilities, equipment and services provided during deployment are sufficient and adequate for women.
- » Identify whether the infrastructure, equipment and services provided have any bearing on the deployment of women.

It was decided to omit this issue area "Infrastructure in Peace Operations" from the report because the SSPC currently does not have deployed personnel in real experiences in Peace Operations, which would have led to biases in the presentation of the results. Peace Operations experiences

HIGH PRIORIT

Experiences in peace operations measure the extent to which individuals' experiences in the mission affect their desire to redeploy and whether their doing so influences others when making deployment decisions. (Karim, 2020)

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The objectives of the issue area are:

- » Ways to improve women's meaningful participation.
- » Ensure that women can have an impact on the way in which Peace Operations are carried out.
- » Ensure that their participation in the mission is valued and that they can work in an appropriate work environment, free from violent reactions and a hostile work environment.

It was decided to omit the issue area of "Peace Operations experiences" from the report because currently, the SSPC does not have deployed personnel in real experiences in Peace Operations which would have led to biases in the presentation of the results.

Career value

MEDIUM-HIGH PRIORITY

It measures the degree to which peace operations are valued within the country, as this affects the career path of the people deployed. If deployments of peace operations are valued, then they can be useful for advocacy. However, if they are not valued, they may not help or even delay promotions. (Karim, 2020)

The objectives of the issue area are:

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» Ensure that Peace Operations deployments help women's and men's careers.

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» Ensure that the impact of Peace Operations deployments on the careers and lives of uniformed women is the same as men.

Summary of results

This issue area represents a medium-high priority because it affects women more disproportionately, and deployment in Peace Operations affects women and men moderately. Similarly, it presented low ratings regarding the difference between institutional positions and what the members of the institution experience, as well as the difference between the responses of women and men. This issue area was identified by women as the last challenge in the country to increase women's participation. Only 4% of the women surveyed in the institution considered that "Peace Operations are not helpful for professional development".

Good practices

- The surveyed personnel give professional importance to Peace Operations, where 69% of the surveyed personnel attribute a better Curriculum Vitae to deployment in Peace Operations and 85% of personnel consider that deployment brings new skills as a benefit.
- Personnel believe that Peace Operations helps them advance, with 74% of the sample believing that deployment contributes "a lot" or "a greater deal" to career progress.

Top barriers

Ignorance regarding UN Peace Operations may contribute to their lack of information about the benefits of deployment. Extra salary and experience as a promotion criterion are not recognized as benefits by personnel.

- The recognition of deployed personnel is only given from the government in a very general way, it is not done from within the institution.
- Participation in United Nations Peacekeeping Operations is not formally recognized institutionally in the SSPC's strategy.

Good practices

Despite the general lack of knowledge about deployment, the sampled personnel give professional value to Peace Operations

About 69% of surveyed personnel attribute a better CV to deployment in Peace Operations and 85% of personnel consider the new skills that come with deployment. The percentage is higher for GN (73%) and SPF (74%). Of the decentralized administrative bodies, the greatest difference in response between the women and men came from GN. That is, the women of the GN, attribute less value to the CV per deployment.

	SSPC			PyRS				CONASE			GN		SPF		
	Tot	w	м												
No benefit	2.96%	2.37%	3.59%	3.10%	1.41%	5.17%	12.50%	11.11%	14.29%	2.24%	2.94%	1.52%	2.36%	1.59%	3.13%
Extra salary	23.15%	21.33%	25.13%	19.38%	22.54%	15.52%	12.50%	ON	28.57%	26.12%	20.59%	31.82%	25.20%	23.81%	26.56%
Improved CV	68.72%	67.30%	70.26%	59.69%	60.56%	58.62%	62.50%	66.67%	57.14%	73.13%	64.71%	81.82%	74.02%	77.78%	70.31%
Rank up	24.38%	22.27%	26.67%	19.38%	19.72%	18.97%	6.25%	ON	14.29%	28.36%	27.94%	28.79%	27.56%	22.22%	32.81%
New skills	84.73%	86.26%	83.08%	82.17%	84.51%	79.31%	87.50%	88.89%	85.71%	85.07%	89.71%	80.30%	86.61%	84.13%	89.06%
Decorations	34.98%	31.28%	38.97%	24.81%	25.35%	24.14%	37.50%	33.33%	42.86%	40.30%	29.41%	51.52%	39.37%	39.68%	39.06%
New friendships / social networks	47.29%	44.55%	50.26%	44.96%	49.30%	39.66%	62.50%	55.56%	71.43%	55.22%	47.06%	63.64%	39.37%	34.92%	43.75%
Other	5.91%	6.64%	5.13%	7.75%	7.04%	8.62%	NA	NA	ONA	5.97%	7.35%	4.55%	4.72%	6.35%	3.13%
I do not wish to reply	0.99%	1.42%	0.51%	3.10%	4.23%	1.72%	NA								

Box 17. Benefits you believe you get from participating in a Peace Operation

Personnel consider operations help them advancing in their careers

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Only 5% out of the sample stated that they believe Peace Operations entails loss of opportunities to advance in their career. In addition, less than 20% believe that missions do not boost their career (0.2%). Finally, 74% of the sample considers that deployment contributes to career progress "a lot" or "a greater deal".

Participation in Peace Operations is not formally institutionalized, but there are internal efforts to recognize it

Participation in Peace Operations is not part of the Secretary's security strategy per se, but there is recognition of the importance this entails through the SSPC report regarding the implementation of the strategy.

Peace Operations as an instrument for evaluating implementation of the SSPC's strategy

In the Second Report of the National Public Security Strategy,¹ nine strategies are proposed that seek to build peace with a focus on proximity, gender perspective and human rights. Within the New Police Model under the umbrella of police professionalization and training with a gender perspective, is where the Secretariat introduces Resolution 1325 (2000) on Women, Peace and Security of the CSONU. This section comprehends that under feminist foreign policy actions have been carried out such as:

- » Dissemination of calls for five vacancies at the United Nations Logistics Base at Brindisi, Italy
- » "Police Campaign 2020" of the selection process for the appointment of 11 positions in the UN General Secretariat
- Training of SPF and CONASE elements in the United Nations General personnel Officer Course, Military Observer Course and the "IV United Nations Police Course (UNPOL)".
- » Specialized training course on gender on the implementation of Resolution 1325.
- » Presentation of the First NAP on Women, Peace and Security

1 Government of Mexico. "National Public Security Strategy". Annual report. Ministry of Security and Civilian Protection, April 2021.

Feminist Foreign Policy and the Women, Peace and Security Agenda in Mexico

Mexico has adopted a feminist foreign policy.¹ The commitment to the Women, Peace and Security (WPS) agenda has been made in two axes. First, Mexico has a National Action Plan to implement the WPS agenda in the country.² Second, the commitment has been reinforced through its contributions to the Security Council during Mexico's non-permanent membership in said organ in 2021-2022. In 2021, Mexico, alongside with Ireland and Kenya, made a collective commitment to elevate the importance of this agenda in their rotating Council presidencies.³ Mexico, together with Ireland, co-chair the Group of Independent Experts on Women, Peace and Security, and thus promotes efforts that seek to ensure that this agenda is fully and meaningfully integrated in a transversal manner in the work of the Council Security, including discussions on specific cases of countries and in the mandates of peace operations.

1 Permanent Mission of Mexico to the United Nations, "Intervention of foreign minister Marcelo Ebrard in the general debate of the 76th Session of the General Assembly", speech, United Nations General Assembly on September 23 2021.

2 "National Plan of Action for the follow-up to Security Council Resolution 1325 (2000) on 'Women, Peace and Security'" (Mexico: Ministry of Foreign Affairs, Secretary of National Defense, Secretary of the Navy, Ministry of Security and Civilian Protection, National Institute for Women, January 2021), https://www.gob.mx/cms/uploads/attachment/file/604428/PNA_1325_Plan_Nacional_de_Acci_n_M_xico_ver._espa_ol.pdf.

3 "Women, Peace and Security: Open Debate on Protecting Women's Participation", Security Council Report, January 2022 Monthly Forecast, December 28, 2021, https:// www.securitycouncilreport.org/monthly-forecast/2022-01/women-peace-and-security-open-debate-on-protecting-womens-participation.php.

Barriers

Lack of knowledge of Operations can contribute to a lack of knowledge about the benefits provided by deployment

The personnel in the sample generally do not attribute an extra salary as a benefit when participating in a Peace Operation (23%) or that experience is considered when deciding on promotions (25%). This may be due to two factors: as noted above, there is a general lack of knowledge

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about Peace Operations, but also, at this specific point, the institution has not defined the role of deployment in promotions. This second factor is impacted by recent deployment conditions and, in general, the number of Secretary deployed personnel is very small. On the role of deployment in the institution, the defined path for the return of the personnel who have been deployed has not been defined either.

The deployment recognition in the media despite the few personnel that has been deployed

Three media outlets have spoken about the experience of the first policeman who was sent to a Peace Operation in 2018. The officer had "among his functions to support strategic planning activities, as well as the consolidation of capacities of the Haitian National Police." He was assigned to the Mission for the Support of Justice in Haiti (MINUJUSTH)¹ as a "Police Planning Officer" from February 27, 2018, to August 2019, a mission whose objective was to contribute to the rule of law, respect for human rights and the capacity of local security and justice forces. The participation of the officer was considered, he was able to confirm the commitment as a responsible global actor in the international community.

Similarly, on March 19, 2018, a police officer was deployed as an International Observer in the United Nations Verification Mission in Colombia, which concluded its commission in March 2019.

1 Chicago Tribune. "Mexico Sends First Federal Police to UN Peace Operation."

Implementation gaps and expertise

No implementation gap was found in this issue area. Regarding the experience gap, women and men responded differently regarding the perception of the impact of deployment in Peace Operations. Recognition is not given by the institution, only by the government in a general way

Coming from the Mexican State, there is recognition of the deployment in Peace Operations through the participation of the president in the inauguration of CECOPAM and its dissemination on its site. Very few deployed personnel have the perception that the deployment is recognized in the media (only 5%). A deployment of the Secretary has been mentioned by various media such as 24 Horas Mexico,¹ Chicago Tribune² and EFE.³ Finally, medals are not awarded to personnel who deploy or neither are their stories of the personnel that have been deployed in the internal communications of the institution broadcasted.

¹ Hours, Newsroom 24. "Mexico sends the first federal police to UN peacekeeping operations." 24 Hours (blog), 7 March 2018. https://www.24-horas.mx/2018/03/07/mexico-envia-el-primer-policia-federal-a-las-operaciones-de-paz-de-la-onu/.

² Chicago Tribune. "Mexico Sends First Federal Police to UN Peace Operation." https://www. chicagotribune.com/efe-3546104-13927902-20180307-story.html.

³ www.efe.com. "Mexico sends its first federal police to a UN peacekeeping operation." https:// www.efe.com/efe/america/mexico/mexico-envia-su-primer-policia-federal-a-una-operacionde-paz-onu/50000545-3546104.



Top-down leadership

MEDIUM PRIORITY

It measures the degree that exists in the national framework to value and encourage women's meaningful participation, as well as whether there is political will at the national level and also at the mid-career level to implement change. (Karim, 2020)



The objectives of the issue area are:

- » Ensure that women participate equally in decision-making.
- » Integrate women's meaningful participation in priority policy areas for the country and for personnel.
- » Establish a national framework to increase the meaningful participation of women.

Summary of results

Top-down leadership is of medium priority because women and men within the institution do not present significant differences in their experience and compared to the other issue areas, it does not represent a disproportionate barrier for women. Furthermore, the views of the institution are transmitted to the personnel. However, according to the women in the survey, this issue area was identified as the second most important challenge to increasing their participation in Peace Operations. About 37% of women stated that "leadership positions or supervisors do not support the increasing deployment for women."

Top good practices

- Personnel are open to talking to their superiors about training and personnel, with 93% of personnel saying they feel confident requesting more training. Also, 61% of the surveyed personnel are willing to talk about family issues that may be affecting their work life.
- Mexico and the SSPC are recognized for deployment, 91% consider that they support the institution and 96% believe that it helps to position Mexico internationally.
- » There are pioneering women in the field, even though they are not originally from this Secretary.
- There are women supervisors in the SSPC, as 68% of the sample reported having been under the supervision of a woman.
- » Personnel receive training on gender equality within the institution, both senior and junior personnel. The most concurrent training among respondents was workplace harassment (73%).
- » The institution has 12 courses on gender, which are taken by personnel of the SSPC as well as decentralized administrative bodies.
- » There are statements made regarding zero tolerance for sexual harassment and harassment within the institution. There is even a Protocol for the Prevention, Attention and Punishment of Sexual Harassment by the Ministry of the Interior, the Ministry of the Public Service, and the National Institute for Women (INMUJERES), which reinforces institutional policies.

Main barriers

- Personnel have divided opinions about the receptivity of senior personnel to subordinates, based on experiences regarding the openness of senior officers to hearing experiences from their subordinates. Some 48% said they agreed and 45% disagreed with the above.
- There are no mentors in the institution to provide support for women within the SSPC who can provide guidance. Only 37% of respondents mentioned these authority figures, against 61% who stated that there are none.
- » There is no language training for personnel, 64% of respondents stated that they do not receive English or French language training from the institution to deploy in a Mission.
- Peace operations and women, peace and security agendas are not known to personnel. Around 98% of the sample do not know how many women have been deployed in a Peace Operation and only 11% have heard of UN Security Council Resolution 1325 (2000) on Women, Peace and Security.
- Personnel do not know the gender authorities within the institution, where less than 50% know the Gender Unit of the Secretary, which is contradictory to the position of the institution that seeks to integrate the gender perspective.
- The authority figures of focal points or gender liaisons are not known in the institution, nor in a general way or the decentralized administrative bodies in the SSPC.
- » There is no good practice guide or gender manual within the SSPC or its decentralized bodies.
- Training on gender issues does not come from the training the members receive by the institution. In the academy, new recruits do not receive gender training, with 51% of the sample stating that they received no training at all.
- There are no male allies within the institution, as 28% of the surveyed personnel report not knowing a man who has supported a woman in a situation that involves counseling or who has defended them when being discriminated against.

Good practices

Personnel feel confident talking to their superior for training and personal issues

About 93% of the sample would be very willing or willing to approach a superior to request further training and 86% would be willing to approach a superior to discuss inappropriate behavior of other colleagues. Some 61% of personnel would be willing to talk about family issues that may be affecting their work life.

Good practice: Lieutenant Colonel María del Rosario Cardoso Reyes, SEDENA pioneer in Peace Operations

Lieutenant Colonel María del Rosario Cardoso Reyes participated in the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA). She was the first woman to serve in a Peace Operation. She has also participated in the meeting of the focal points network on the Women, Peace and Security Agenda, then led by Canada and Uruguay, in 2019. She is currently working at the Center for Studies of the Mexican Army and Air Force (CEEFA) in Mexico City. Her experience has been published by the media, stating that:

> We were allowed to work there for a year. As a woman, Mexican and member of the Mexican Army, having the opportunity for the government to integrate us to support and restore peace in other countries, generates experience, although they are totally different conflicts to the countries we are going to, but we take experience for the solution of certain situations that deprive vulnerable people such as women of peace, boys and girls.¹

1 "Privilege, serving as a UN peace agent," *El Universal*, March 8, 2020, https://www.eluniversal.com.mx/nacion/privilegio-servir-como-una-agente-de-paz-de-la-onu.

Good practice: Corvette Captain Cecilia Saenz Morales, SEMAR pioneer in deploying to Peace Operations

Corvette Captain, Naval Health Service and Bachelor of Nursing, Cecilia Azucena Saenz Morales served in the United Nations Verification Mission of Colombia (UNVMC). She was the first woman from the Secretary of the Navy to serve in a Peace Operation¹. Corvette Captain was trained at the Peace Training Centre in Kingston, Canada. She is currently attached to the Naval Medical Center. On her experience in the mission, the Corvette Captain has expressed that:

My profession and the training that I have, allowed me a greater approach with the population and provide care and evacuation of wounded, different ailments, pregnant and breastfeeding women.²

1 "Mexicana brings peace to FARC," *El Universal*, January 25, 2018, https://www.eluniversal.com.mx/nacion/sociedad/primera-mexicana-en-mision-de-paz-en-colombia.

2 "Nurse Cecilia Sáenz supported peace in Colombia," *Excelsior*, March 7, 2018, https://www.excelsior.com.mx/nacional/2018/03/07/1224759.

Mexico and the institution are recognized for the deployment

Around 91% of the sample considers that participating in Peace Operations provides benefits to the Secretary of Public Security and Citizen Protection, while 96% consider that participation in Peace Operations contributes to positioning the Mexican State internationally.

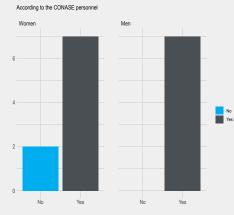
There are pioneering women in the country, although there is no one who belongs to the Secretary

In the country, there are pioneering women of SEDENA and SEMAR who have been deployed in Peace Operations. So far, the SSPC does not have any female police officers who are pioneers in participating in Peace Operations.

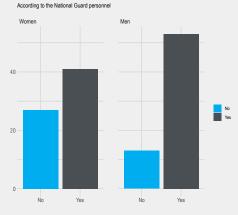
In the institution, there are women supervisors

Some 68% of the sample has served under the supervision of a woman. The women of the GN and PyRS were the ones who answered "no" the most compared to the response of the men of the same decentralized body.

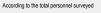
Have you ever served under the supervision of a woman?

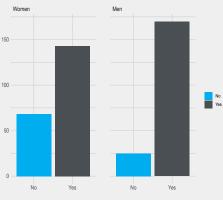


Have you ever served under the supervision of a woman?

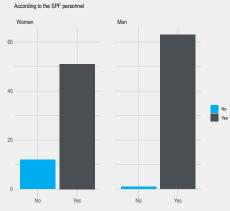


Have you ever served under the supervision of a woman?



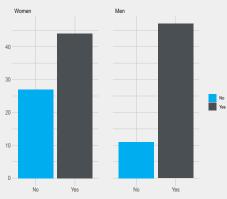


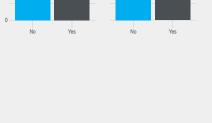
Have you ever served under the supervision of a woman?



Have you ever served under the supervision of a woman?







Box 18. Served under the supervision of a wo-

man by total and decentralized body

Personnel receive gender training at the institution

Both senior and junior personnel take gender training. In senior personnel the most received course is on workplace harassment with 78% and in junior personnel is on gender issues (new masculinities, sexual diversity, gender roles, etc.). In both ranges, the percentages of training received are above 50%. Regarding gender tools within the institution, 58% responded that they are aware of the policy of integrating the gender perspective within the institution.

In-service gender training was received by most of the surveyed personnel, with workplace harassment being the most popular (73%). In addition, more than 20% of the sample stated that some superior has approached them with reference to gender training (38%).

The entire institution has several courses on gender

Overall, the Secretary has 12 courses on gender with various themes.

Name	Institution in charge
Human Rights and Gender	CNDH
Diploma in Human Rights from a Gender Perspective	CNDH
Diploma in Justice with a Gender Perspective	CNDH
Gender and Youth	MEXICO
Gender, Masculinities, Inclusive and Non-Sexist Language	CNDH
Induction to Equality between Women and Men	INMUJERES
Gender-Responsive Research on Sexual Torture against Women	CNDH
Protocol for Attention to Political Violence against Women Based on Gender	MEXICO
Join the Protocol	INMUJERES
Virtual Workshop: Organizational Culture with Equality to Prevent Gender Violence	SSPC
I Know About Gender 1-2-3: Gender Basics; International Framework for Gender Equality; and Promoting Gender Equality in the UN System	UN WOMEN
I Know About Gender: Gender Equality and Migration	UN WOMEN

Box 19. Courses offered by the SSPC on gender

In the case of decentralized administrative bodies, for **PyRS** it was found that there is a mandatory course on the Protocol for the Prevention, Attention and Punishment of Sexual Harassment, in which 10,447 people have been trained cumulatively by 2021. In addition, there is also a course on gender mainstreaming (held in 2021 and with an expectation of carrying out one in 2022).

In **CONASE**, it has been pointed out that courses, workshops and conferences have been held in the field of human rights, without ref-

erence to gender issues. The third report of the SSPC's Public Security Strategy states that between April 2021 and March 2022, 726 people were trained in 23 gender and human rights courses.

Regarding the **GN**, it is recorded that by 2021, 8,557 people have completed courses on gender, use of force, and human rights. According to the National Guard, there are online course programs for the dissemination of a culture of equality and non-discrimination and respect for human rights. In order to take these courses, there are no minimum entry requirements, and they are offered openly through internal channels, seeking to encourage the participation of deployed personnel throughout the country regardless of their rank. These courses are conducted in coordination with the CNDH, the National System for the Integral Development of Families (SNDIF) and the Human Rights Commission of Mexico City (CDHCM).

Regarding the **SPF**, gender courses are incorporated from initial training. In addition, courses are taken from other agencies, online training and specialized conferences through channels such as You-Tube. On the obligatory nature of the courses, those related to Sexual Exploitation and Abuse, those carried out in the academy and those that are considered part of the professionalization are mandatory. In addition, gender non-discrimination is considered in assessing personnel.

In the third work report, the SSPC specifies that within the training in October 2020, the specialized training course on gender was held on the implementation of Resolution 1325 (2000) on Women, Peace and Security.¹

There are Zero Tolerance to Sexual Harassment and Abuse statements within the institution

Regarding the public statement coming from high commands against Sexual Harassment and Sexual Abuse in the Secretary, in general it was found that zero tolerance is explicit in codes of conduct, public documents for personnel and the general public. There is a gap regarding the internal statements, but externally, they have made statements in cases such as that of Debanhi Escobar (2022). For **PyRS**, it was found that in 2020 there was a zero tolerance for sexual harassment and sexual harassment behaviors statement.

In **CONASE**, there is no public register of statements made by management. In a way, they are governed by the SSPC code of conduct, which establishes zero tolerance. In the case of the GN, the commander has issued a statement of "Zero Tolerance of Sexual Harassment and Sexual Harassment Behaviors", which has been disseminated electronically on the internal network of the institution and in print at the **GN** facilities. Finally, in the case of the **SPF**, the statement was issued in 2020 in which "the authorities express absolute rejection of behaviors

1 Ministry of Security and Civilian Protection. "Work Report (2020-2021)". Work Report. Secretary of Public Security and Citizen Protection, April 2021.

Gender perspective in the National Public Security Strategy

Mexico has a broad legal framework on gender within the National Public Security Strategy. The last two National Development Plans refer to gender equity and gender perspective. As for the plan from 2019 to 2024¹, it has as one of its guiding principles "Leave no one behind, leave no one out", in which gender equality is included. Regarding the previous government (six-year term 2013-2018),² it proposed the development of the gender perspective in all areas of the federal administration.

1 "National Development Plan 2019-2024.", *Federal Official Gazette* § (2019).

2 Government of the Republic, "National Development Plan 2013 - 2018", *Federal Official Gazette* § (2013).

that threaten the integrity and dignity of people. We are committed to acting under the principle of Zero Tolerance for sexual harassment ..."²

The protocol for the prevention of SEA in Mexico

These internal mechanisms are largely supported by a broader national framework for the prevention of sexual harassment and sexual harassment of the Ministry of Civil Service.

Barriers

Personnel have divided opinions about senior personnel's receptivity to subordinates

Personnel experiences differ regarding the openness of senior officers to listen to the experience of junior personnel. 48% said they disagreed with that sentence, however, 45% considered that they "strongly agreed", "agreed" or were "neutral".

² Federal Protective Service. Zero Tolerance for Sexual Harassment and Sexual Harassment (2020).

Good practice: formal internal mechanisms to combat sexual exploitation and abuse

In general, the **SSPC** implements the "Protocol for the Prevention, Attention and Punishment of Sexual Harassment" of the Federal Public Administration. This is an action guide for public officials to provide care to victims of harassment and sexual harassment. In addition, the Code of Ethics of the Civil Service also contains issues relating to these conducts. Internally, if it is a disciplinary process, it is addressed to the internal control body and is complemented by the principle of zero tolerance for sexual harassment and sexual harassment. It is also the SSPC, capable of receiving complaints against the decentralized bodies that depend on it.

In **PyRS** it is the counselor who provides care in cases of Sexual Harassment and Abuse. The procedure is that the frame with the alleged victim of HAS is first established. Information about the situation is then collected and the alleged victim is informed of the situation identified. Subsequently, the victim is provided with information about the alternatives for care and it is facilitated that he can define the actions to be followed in his case. Finally, the orientation with the alleged victim is closed and the case is reported to the competent authorities.

Regarding of **CONASE**, reference is made to the fact that the procedure is in accordance with the protocol for submitting complaints and complaints to the ethics committee.

Concerning the **GN**, there are disciplinary councils that include the Council of Commissioners, Council of Superior Honor and Council of Ordinary Honor. In each of these falls a responsibility according to its competence and the type of fault in question. Chapter two of the Regulations of the National Guard Law refers to the Disciplinary Councils and Article 170 establishes that they "shall function on a permanent basis and with autonomy to issue their resolutions". The protocol followed by this body is based on the Protocol for the Prevention, Attention and Punishment of Harassment and Sexual Harassment issued by the Ministry of Public Function.¹

Finally, for the **SPF**, the complaint must be submitted to the Ethics Committee as established in the "General Guidelines for the Integration and Functioning of the Ethics Committees". In cases of sexual harassment and discrimination, it is dealt in accordance with the Protocol for the Prevention, Attention and Punishment of Sexual Harassment. This means that the SPF system is based on what is established by the Ministry of Civil Service and does not necessarily have internal mechanisms as other decentralized administrative bodies have.

1 Regulation of the Law of The National Guard, Federal Official Gazette 11-12-2020 § (2020).

The protocol¹ aims to: establish specific measures to prevent sexual harassment in the FPS agencies and entities and promote an institutional culture of gender equality and a work environment free of violence; define mechanisms to guide and, where appropriate, provide specialized accompaniment, before the competent authorities, to the alleged victim of sexual harassment, in order to guarantee non-revictimization and access to justice; indicate the competent channels and bodies within the offices and entities of the FPS, which may know and, where appropriate, investigate or punish sexual harassment; establish guidelines for the preparation of each FPS unit and entity to have a record of cases of sexual harassment, in order to allow their analysis, facilitate their follow-up, identify patterns and implement actions that inhibit and eradicate them; and contribute to the eradication of impunity that leads to the occurrence of sexual harassment in the FPS. It is the internal control of the federal public administration that carries out the process in case of interference in this type of conduct.

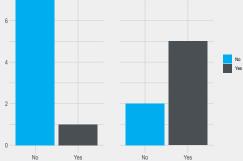
In addition, it defines what sexual harassment is (form of violence with lewd connotation in which, although there is no subordination, there is an abusive exercise of power that leads to a state of defenselessness and risk for the victim, regardless of whether it is carried out in one or several events). It also resumes the registration of this type of crime and establishes, as principles and postulates, zero tolerance, gender perspective, access to justice and the pro-person principle. On its part, sexual harassment is described as "The exercise of power, in a relationship of real subordination of the victim to the aggressor in the workplace and / or school. It is expressed through verbal and or physical behaviors related to sexuality of lewd connotation."

1 Ministry of Public Function, "PROTOCOL for the prevention, attention and punishment of sexual harassment and sexual harassment" (2020).

There are no mentors at the institution to support personnel

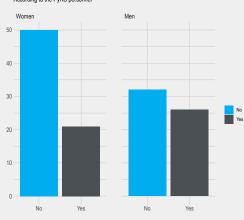
Only 37% of the women sampled said they had a mentor within the institution who can provide career guidance versus 61% who said "no". This trend can be seen in the decentralized administrative bodies, since in all, the response of women who stated not having a mentor within the institution is greater than that of men.

Do you have at least one mentor within the institution
According to the CONASE personnel
Women
8

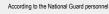


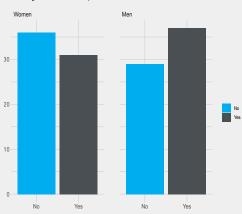
Do you have at least one mentor within the institution

According to the PyRS personnel

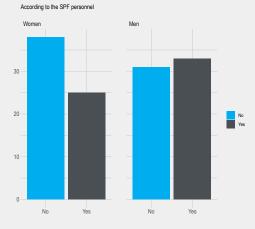


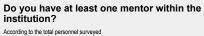
Do you have at least one mentor within the institution

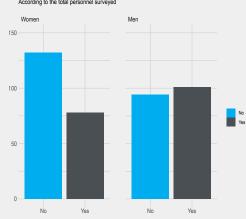




Do you have at least one mentor within the institution

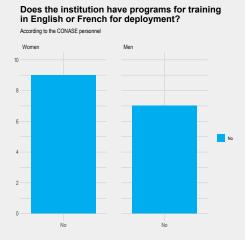




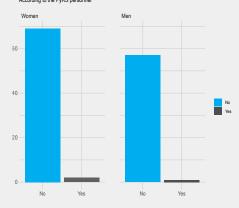


Box 20 Mentors in the institution in general and by decentralized body

No Yes



Does the institution have programs for training in English or French for deployment? According to the PyRS personnel



Does the institution have programs for training in English or French for deployment?

No

Yes

Does the institution have programs for training in English or French for deployment?

Men

According to the National Guard personnel

Women

50

40

30

20

10

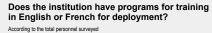
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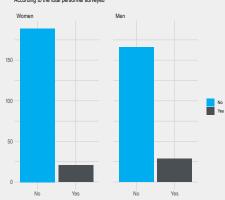


No

Yes







Box 21. Training in English or French by total and decentralized body



The number of women in Peace Operations is unknown

Within the barriers, it was found that 98% of the sample does not know how many women have been deployed in a Peace Operation.

The Women, Peace and Security agenda is not known to the personnel

Out of the surveyed personnel, only 11% have heard of UN Security Council Resolution 1325 (2000) on Women, Peace and Security. Although it is noted that senior officials are more likely to have knowledge of resolution 1325 (2000) than subordinate positions, this does not coincide with what the institution has said. Although there is no specific training on Resolution 1325 (2000) for senior personnel, the Ministry has conducted virtual training on this subject with the support of SRE, UN Women and UDLAP for all Ministry personnel and its decentralized administrative bodies.

However, when analyzed by decentralized administrative body, the answers differ. For GN and SPF there is record that some members have received training in the field, which were coordinated by the SSPC. The SSPC's third work report highlights that in October 2020 it conducted the specialized training course on gender on the implementation of resolution 1325 (2000). 735 people (463 women and 272 men) from the Ministry of Security and Civil Protection and 84 municipalities of the 18 states with the highest incidence of alleged femicides reported in the country participated.

Personnel do not know gender authority figures in the institution

Less than 50% of the sample knows the gender division/unit within the Ministry (only 38%), the gender focal point (14%) and the adviser or guide (27%). This does not coincide with the position of the institution because through different documents and efforts it has sought to integrate gender perspective and equity in all regulations.

	SSPC General			PyRS				CONASE			GN		SPF			
	tot	w	м	tot	w	м	tot	w	м	tot	w	м	tot	w	м	
Advisor or guide	27.34%	25.12%	29.74%	17.05%	16.90%	17.24%	31.25%	22.22%	42.86%	27.61%	30.88%	24.24%	37.01%	28.57%	45.31%	
Focus	14.04%	11.37%	16.92%	9.30%	5.63%	13.79%	18.75%	NA	42.86%	12.69%	13.24%	12.12%	19.69%	17.46%	21.88%	
Division/	37.93 %	37.91 %	37.95 %	18.60 %	14.08 %	24.14 %	81.25 %	88.89 %	71.43 %	44.03 %	48.53 %	39.39 %	45.67 %	46.03 %	45.31 %	

Box 22. Knowledge of gender tools in the institution and by decentralized body

	SSPC General			PyRS				CONASE			GN		SPF			
	tot	w	м	tot	w	м	tot	w	м	tot	w	м	tot	w	м	
Unit	37.93%	37.91%	37.95%	18.60%	14.08%	24.14%	81.25%	88.89%	71.43%	44.03%	48.53%	39.39%	45.67%	46.03%	45.31%	
Gender mainstreaming policy	57.88%	49.76%	66.67%	39.53%	29.58%	51.72%	56.25%	33.33%	85.71%	64.18%	57.35%	71.21%	70.08%	66.67%	73.44%	
Other	2.22%	1.90%	2.56%	1.55%	NA	3.45%	6.25%	NA	14.29%	1.49%	1.47%	1.52%	3.15%	4.76%	1.56%	
I don't know	23.40%	27.96%	18.46%	45.74%	53.52%	36.21%	NA	NA	NA	19.40%	20.59%	18.18%	7.87%	11.11%	4.69%	

Box 22. Knowledge of gender tools in the institution and by decentralized body

Examples of the integration of gender perspective into the institution are the professionalization of police with a gender perspective, social reintegration with a gender perspective, linkage with national and international organizations such as SRE, CONAVIM, INMUJERES, UN MUJERES, THE Geneva Centre for Good Governance of the Security Sector and the Police Division of the UN Department for Peace Operations, as well as programs for the eradication of violence against women and the dissemination of the police model that includes the gender perspective in a transversal way. This general policy of the SSPC also rules over **CONASE**, a decentralized body that does not have a policy made by the same body.

In the case of **PyRS**, the official policy for gender mainstreaming is the "Policy on gender, equality and non-discrimination on Prevention and Social Rehabilitation". The objective being "establishing, in prevention and social readaptation, axes, strategies and affirmative actions that promote an institutional culture where equality, non-discrimination and gender perspective prevail."¹ In addition, gender equality is one of the values of the code of conduct and it is considered a priority objective to promote the social reintegration of people who were deprived of their freedom with a focus on respect for human rights, inclusion and a gender perspective. This policy is also reflected in article 10 of the Penal Enforcement Act, which refers to the rights of women deprived of their freedom, the treatment they should receive and their medical care.

Regarding the **NG**, there is no record of the official gender mainstreaming policy. It adheres to the National Program for Equality between Women and Men (PROIGUALDAD), which includes equality and a gender perspective. In addition, regarding the SSPC, the matter is repeated in which a gender perspective is inserted in all its documentation and all regulations.

Finally, the **SPF** also has a gender mainstreaming policy. The objective of this being establishing and promoting a culture of labor equali-

¹ Prevention and Social Rehabilitation. GENDER, EQUALITY AND NON-DISCRIMINATION POLICY IN PREVENTION AND SOCIAL REHABILITATION (2020).



ty and non-discrimination. It provides certain definitions and general principles that should guide the actions of the SPF. Within the decentralized body, the gender perspective is considered one of the constitutional principles of police doctrine.

The figure of gender focal points exists in the institution

The decentralized administrative bodies and the SSPC have a gender focal point. In addition, in general, you can also find an Ethics Committee which can provide advice on the application of the Code of Conduct

The Division or Gender Unit within the SSPC and its decentralized bodies

The SSPC does not have within its structure a division or Gender Unit, it has an area responsible for these issues, in addition to gender liaisons in the Undersecretary of Security and the Administrative Units of the Ministry, in which the Police Unit, Penitentiary and Private Security stand out as being responsible for promoting UN Resolution 1325 (2000) and the work of Peace Management Operations. On its part, the General Directorate of Human Resources is responsible for gender equality activities, implementation of programs for the training and certification of personnel in the field of gender equality. This is complementary to the creation of the Gender Cabinet in February 2021, which aims to articulate efforts within this SSPC, as well as promote substantive equality actions, with a gender and human rights perspective.

In the case of the **GN**, there is the Directorate of Gender and Inclusion, which is attached to the General Directorate of Human Rights and Citizen Engagement. Among its functions are the ability to act as "liaison before other agencies and entities of the Federal Public Administration for the attention of matters related to the protection and promotion of human rights, gender equity and international law.¹⁷ It can also propose and implement preventive and corrective actions related to gender equality; promote actions to consolidate a culture of gender perspective; and the promotion and implementation of comprehensive training in the field of gender perspective.

1 REGULATION OF THE LAW OF THE NATIONAL GUARD, Federal Official Gazette 11-12-2020 § (2020).

There is no Division or Gender Unit in **PyRS, CONASE and SPF**. In **PyRS**, it is not referred to in the organization's manual even though the commissioner does have a gender advisory. Regarding **CONASE**, the area in charge of carrying out gender issues in 2021 was the training directorate. Regarding the **SPF**, there is a gender committee, which is active constantly but could not be considered in the technical sense as a unit. In addition, these issues within the decentralized body are within the competences of the Directorate-General of Administration.

and Ethics that contemplates gender matters. For **PyRS** these figures work directly with the commissioner, there is counseling on Harassment and Sexual Abuse and the Ethics Committee is the consultative body for the supervision of compliance with the Code of Ethics. In the case of **CONASE**, it falls under training's direction. For the **SPF**, gender liaisons are in the Gender Committee. In the case of the **GN**, it is within the Directorate of Gender and Inclusion.

There is no good practice guideline or manual on gender

Referring to whether the institution has a gender guideline or manual, neither the SSPC nor its decentralized administrative bodies have such mechanisms.

Training on gender issues does come from the training of the members of the institution

In the academy, new recruits do not receive training on gender issues, as 51% of the sample stated that they did not receive any training (on sexual harassment and sexual abuse, on gender, sex and leadership issues, specialized training on gender or on workplace harassment). This does not coincide with what was expressed by the institution, since gender training is for the entire Ministry as explained above. Concerning **PyRS**, gender training is part of one of the units of study during the training stage and this is mandatory for new recruits. Regarding **CONASE**, training is part of the induction courses (this body does not have a training academy). For **GN** there is a Learning Unit aimed at gender perspective and this is mandatory for new recruits. Finally, in the **SPF** there is gender training for new recruits and is mandatory for them.

Male allies do not exist in the institution

Some 28% stated that they do not know men who have mentored a female colleague, defended women who were being discriminated against,



helped women move ranks, promoted policies to help women or talk to their male colleagues to correct problematic behaviors towards women (the latter is the one that stood out the most within surveyed personnel reaching 48% of personnel).

The role of the SSPC in promoting male allies in the institution, despite personnel's lack of knowledge

Within the SSPC there are male allies who have promoted women's rights through different events, communication products such as infographics and videos. In the framework of the commemoration of the "International Day for the Elimination of Violence against Women", messages to eradicate violence against women were disseminated, such as:

- » SSPC Kicks Off 16 Days of Activism Against Violence against Women
- » Commitment to continue promoting actions that guarantee women's access to a life free of violence
- » Workshop, "New Masculinities, Make the Commitment"
- » Report on actions to prevent, address and eradicate violence against women
- » Dialogue on cybersecurity with Olimpia Coral Melo
- » I Prevent Violence against Women
- » Workshop on Organizational Culture with Equality to Prevent Gender Violence
- » Cybersecurity Guide that includes the Olympia Law.
- » "Feminist key points to women's self-esteem"

Implementation gap and experience gap

There was an implementation gap in the training and knowledge of resolution 1325 (2000) in the high command of the Ministry and the knowledge of the tools and integration of the gender perspective within the institution. While there are several ways in which this perspective can be found in the SSPC and its decentralized administrative bodies, the surveyed personnel do not recognize them in the survey. This case is replicated regarding gender training for new recruits. There is also an implementation gap regarding knowing male allies in the institution.

Regarding the experience gap, women and men responded differently to the willingness to approach a superior to discuss familiar issues and have a mentor who can provide career guidance. There were also differences between women's and men's responses to language training by the institution. These differences are also observed in the answers about serving under the supervision of a woman, taking gender courses during their work service, knowledge about the gender tools that exist in the organization and referring to some supervisor who has approached them about training on gender issues.

Gender roles

HIGH PRIORITY

Underlying beliefs about the roles of men and women in the institution. Two types of beliefs are measured: gender stereotypes or beliefs about the roles that men and women should play in the institution and society; and gender protection norm, that is, the idea that women should be aided, even if they are members of the institution. (Karim, 2020)



The objectives of the issue area are:

- Ensure that women participate equally in decision-making, planning, implementation and evaluation of all activities related to Peace Operations.
- » Eliminate preconceived attitudes about women's roles and skills in relation to their work, as well as peace operations deployments.

Transversal theme that intersects and influences the other eight issue areas mentioned above.

Summary of results

The area "gender roles" is of high priority because it is more likely to be a barrier for women and men, disproportionately affecting women, while men have different experiences in the institution. In addition, this issue area was identified by women as the main challenge in Mexico to increase their participation. About 53% of women felt that "cultural attitudes make people doubt women's abilities for deployment." The gender roles scale shows that there is a strong burden associated with gender stereotypes that prevail in the institution.

TOP GOOD PRACTICES

- The dangerousness of missions is not something that discourages the deployment of women in UN Peace Operations. Less than 20% responded that the dangerousness of the Mission was decisive for their decision.
- >> Women and men are equal before the law, according to the General Law for Equality between Women and Men, it is not necessary to distinguish between them to perform tasks or functions in the institutions.

Main barriers

- » Although the survey found that men and women consider women capable of performing tactical operations, they do not perform them within the institution.
- » Women do not hold leadership positions within institutions, in decentralized administrative bodies the numbers remain below 40% in all branches.
- » The perception of the division of labor in the missions has a connotation associated with gender stereotypes, in this case the gen-

der roles that each of those deployed must have, from dealing with women, children and refugees, to relations with local police, are reinforced.

There are cases of discrimination within the Ministry, where in the PyRS and the GN there have been cases of discrimination before the CNDH.

Good practices

The dangerousness of missions is not a reason as to why women have not been deployed

As a good practice, it was found that less than 20% of the women in the sample (1%) stated that they did not apply to a Peace Operation because they had a perception that missions are too dangerous.

Women and men are equal before the law

The General Law for Equality between Women and Men does not prohibit women from performing traditionally male roles in the institution and its decentralized bodies.

Barriers

Women do not work in Tactical Operations, despite the perception that they are able to

The survey found that women and men consider women can perform tactical operations (95%). In the case of PyRS the percentage is also 95%, while for CONASE it is 100%. In the GN it is 96% and in the SPF 94%. That is, there is a similar trend, being only at SPF where the percentage is reduced.

When looking at trends between women's and men's responses to this performance, 96% of women said they strongly agreed versus 94% of men. For PyRS, the trends were 95% of women versus 94% of men. In CONASE, both were 100% and for GN they were 98% of women versus 95% of men. Finally, for the PFS it was 97% of women versus 91% of men, being the deconcentrated organ, the one with a greater percentage difference.

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м												
Totally in disagreement	0.49 %	NA	1.03 %	0.78%	NA	1.72 %	NA	NA	NA	NA	NA	NA	0.79 %	NA	1.56 %
In disagreement	2.46 %	1.42 %	3.59 %	2.33 %	2.82 %	1.72 %	NA	NA	NA	1.49 %	NA	3.03 %	3.94 %	1.59 %	6.25 %
Neutral	1.48 %	1.42 %	1.54 %	1.55 %	1.41 %	1.72 %	NA	NA	NA	1.49 %	1.47 %	1.52 %	1.57 %	1.59 %	1.56 %
I agree	67.49 %	66.35 %	68.72 %	72.87 %	73.24 %	72.41 %	75.00 %	66.67 %	85.71 %	68.66 %	66.18%	71.21 %	59.84 %	58.73 %	60.94 %
Totally I agree	27.83 %	30.33 %	25.13 %	22.48 %	22.54 %	22.41 %	25.00 %	33.33 %	14.29 %	27.61 %	30.88 %	24.24 %	33.86 %	38.10 %	29.69 %

Box 23. Women can perform special, general and concentrated organ tactical operations

Regarding whether men can perform this type of operation, the trends are similar to the answers about women's ability. All above 90%, both in totals and in responses disaggregated by women and men.

Box 24. Men can perform special, general and concentrated organ tactical operations

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м												
In disagreement	2.46 %	2.37 %	2.56 %	3.88 %	2.82 %	5.17 %	NA	NA	NA	0.75 %	1.47 %	NA	3.15 %	3.17 %	3.13 %
Neutral	1.72 %	1.90 %	1.54 %	NA	NA	NA	NA	NA	NA	1.49 %	1.47 %	1.52 %	3.94 %	4.76 %	3.13 %
Of agreement	77.83 %	75.83 %	80.00 %	84.50 %	85.92 %	82.76 %	87.50 %	88.89 %	85.71 %	77.61 %	72.06 %	83.33 %	70.08 %	66.67 %	73.44 %
Totally of agreement	17.49 %	18.96 %	15.90 %	11.63 %	11.27 %	12.07 %	12.50 %	11.11%	14.29 %	19.40 %	23.53 %	15.15 %	22.05 %	23.81 %	20.31 %
I do not know	0.25 %	0.47 %	NA	0.79	1.59	NA									

Overall, in the SSPC, 65% of operational positions are performed by men, while 35% are performed by women. As for the PyRS, there was no response obtained when it came to the security branch, however, in the National Census of the Federal Penitentiary System 2020,¹ it was found that "at the end of 2019, of the total number of public servers assigned to penitentiary functions, 46% were men and 54% were women." In the case of CONASE, there is no record of operational personnel, while in the GN men in operational positions represent 87%, while women only represent 13%. Finally, for the SPF, men make up 79% of the operational personnel while women 21%.

1"National Census of the Federal Penitentiary System 2020". Presentation of general results. INEGI, on January 27, 2021.

Women do not perform leadership positions in the institution

In PyRS, out of the leadership positions, 36% are performed by women, while 64% are performed by men. As for CONASE, the general directorates have been occupied by men and none by women (from 2018-2020). Regarding the GN, the leadership positions that correspond to coordinators and units were composed of 3% women and 97% men. Finally, in the SPF 44% of the personnel in leadership positions are women and 56% men.

The perception of the division of labor in missions has a connotation associated with gender stereotypes

Engaging with women and children in conflict zones was attributed to women by a large majority of respondents (77%). When disaggregated by sex, women believe that they are more responsible for this task with 79% of responses, while men believe they do so, with a percentage of 76%. In PyRS the percentage that believes that is 72%, and when you see the answers of women the percentage increases significantly to those of men (79% versus 66%). In CONASE, 100% of the total, women and men consider it a task for the female members. For the GN, 76% of the total consider that it is a task for women. Disaggregated by sex, 75% of GN women consider it a task for them, while the percentage of men who believe it increases slightly to 77%. Finally, regarding the PFS, 80% of the total believe that it is an activity for women, while women believe that it is a task for them to a lesser extent (slightly) than men, with 79% versus 82% respectively.

Interacting with refugees is a task more associated with men (48%). When women were asked, they believed that it is mainly men (46%), while men think that they are the ones in charge, with 48%. PyRS also thinks it is a task for men mostly (48%). 45% of women consider it a men's task, while 52% of men think it is a task that should be carried out by them. It is important to note that in the case of PyRS, the percentage difference between women and men who consider it a task for female members increases significantly (39% in the case of women against 22% in the case of men). In CONASE, 62% of the sample considers it a task for the male member, while 67% of the sample of women considers it a task for men and 57% of the sample of men considers it a task for them. In GN 53% of the total, 54% of women and 51% of men consider it a task for men. Finally, the SPF is the only decentralized administrative body where it is believed (slightly higher) to be a task mainly for women. 43% of the sample considered that it is a task for female members versus 42% who believe it is a task for men. In a disaggregated way, 51% of women consider it a task for them, versus 34% of men who believe this task should be assigned to women. Men believe to a greater extent that it is a task for them (48%).

(5)(6)

About 55% of the sample consider that training local security forces is a task for men, versus 21% who consider it to be for women. Women (52%), a lower percentage than men (58%) consider it a task for them. When looking at PyRS responses, 53% of the sample believes it is a task for men. A much higher percentage (60%) of men, as opposed to women (47%), consider it a task for men. In the case of CONASE, the trends are similar: 62% of the total, 56% of women and 71% of men, consider it a task for men. At GN, 61% of the sample considers it a task for men, while 54% of women consider it so, versus 68% of men. Finally, in the SPF 50% of the sample believes that it is a task for men; 54% of women and 45% of men also consider it so.

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Around 62% of the sample consider that responding to a mutiny or revolt against the government is a task for men. In a disaggregated way, 58% of women and 65% of men attribute it to the latter. In PyRS the percentages are 64% of the total, 59% of the sampled women and 69% of men. In CONASE a higher percentage of women (78%) than men (57%) attribute the task to men, while the total sample is between these two percentages with 69%. The GN has the lowest percentage of its total sample that considers it a task for men (57%), 53% of women and 62% of men consider it to be for men. Finally, 63% of the total, 60% of women and 65% of men, members of the SPF, consider it a task for men.

Responding to an alleged terrorist attack is also attributed to men to a much greater extent, at 54%. About 52% of the women sampled, and 57% of men believe it is for men. Concerning the PyRS, the percentage that thinks it should be done by men is 57%, while in a disaggregated, 49% of women and 65% men. In CONASE the division is divided. 56% of the sample considers that it is a task for men, while 44% believe that it is for women. In the sample of women, 78% of respondents consider it a task for men versus 22% who think it is a task for them. Regarding men, 71% consider it a task for female members versus 28% for men. Some 53% of the GN sample believe it is a task for men. The percentage of the sample of women who believe it is for men is 50%, while that of men is 56%. Finally, the SPF is also attributed to men, with the percentages hovering around 53% and 54% (53% for the total, 54% of women and 53% of men.

Writing news reports is the only activity attributed mainly to women. In general, 50% of the total sample considers that it is for women, while 53% of women and 47% of men believe that it is a task for women. In the case of PyRS, the percentages decrease slightly with 49% of the total and of the sample of women, and 48% of men who consider it a task for female members. In CONASE, as in other cases, the percentages are divided and have a certain tendency where women believe that they are the ones who should do this activity, while men think that it is them who should do so. 48% of the GN sample believe it is a task for women, 51% of women believe it is a task for women and 45% of men believe it is for female members. Finally, in the case of the SPF, the percentage that believes that it is an activity for women is 52% of the total, 54% of women and 50% of men. 8

by decentral		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м
					Engag	ing with wor	men and chi	ldren in a co	onflict zone.						
Both	14.53 %	13.27 %	15.90 %	15.50 %	12.68 %	18.97 %	NA	NA	NA	18.66 %	19.12 %	18.18%	11.02 %	9.52 %	12.50 %
Male	7.14%	7.58 %	6.67 %	10.08 %	8.45 %	12.07 %	NA	NA	NA	4.48 %	4.41 %	4.55 %	7.87 %	11.11%	4.69 %
Female	77.34 %	78.67 %	75.90 %	72.87 %	78.87 %	65.52 %	100 %	100 %	100 %	76.12 %	75.00 %	77.27 %	80.31 %	79.37 %	81.25 %
Other	0.74 %	NA	1.54 %	1.55 %	NA	3.45 %	NA	NA	NA	NA	NA	NA	0.79 %	NA	1.56 %
						Interact	with refuge	es in a cam) .						
Both	17.98 %	16.59 %	19.49 %	18.60 %	15.49 %	22.41 %	NA	NA	NA	22.39 %	22.06 %	22.73 %	14.96 %	14.29 %	15.63 %
Male	48.28 %	45.97 %	50.77 %	48.06 %	45.07 %	51.72 %	62.50 %	66.67 %	57.14%	52.99 %	54.41 %	51.52 %	41.73 %	34.92 %	48.44 %
Female	32.76 %	36.97 %	28.21 %	31.78 %	39.44 %	22.41 %	37.50 %	33.33 %	42.86 %	23.88 %	22.06 %	25.76 %	42.52 %	50.79 %	34.38 %
Other	0.74 %	NA	1.54 %	1.55 %	NA	3.45 %	NA	NA	NA	NA	NA	NA	0.79 %	NA	1.56 %
						Trainin	g local law e	enforcement							
Both	23.15 %	23.22 %	23.08 %	21.71 %	22.54 %	20.69 %	NA	NA	NA	28.36 %	30.88 %	25.76 %	22.05 %	19.05 %	25.00 %
Male	54.93 %	51.66 %	58.46 %	52.71 %	46.48 %	60.34 %	62.50 %	55.56 %	71.43 %	61.19%	54.41 %	68.18%	49.61 %	53.97 %	45.31 %
Female	20.69 %	24.17 %	16.92 %	23.26 %	29.58 %	15.52 %	37.50 %	44.44 %	28.57 %	9.70 %	13.24 %	6.06 %	27.56 %	26.98 %	28.13 %
Other	0.99 %	0.47 %	1.54 %	2.33 %	1.41 %	3.45 %	NA	NA	NA	NA	NA	NA	0.79 %	NA	1.56 %
					Respon	ding to a mu	itiny / revolt	against the	governmen	t					
Both	24.14 %	25.12 %	23.08 %	24.81 %	26.76 %	22.41 %	NA	NA	NA	29.85 %	30.88 %	28.79 %	20.47 %	20.63 %	20.31 %
Male	61.58 %	58.29 %	65.13 %	63.57 %	59.15 %	68.97 %	68.75 %	77.78 %	57.14 %	57.46 %	52.94 %	62.12 %	62.99 %	60.32 %	65.63 %
Female	13.05 %	14.69 %	11.28 %	9.30 %	11.27 %	6.90 %	31.25 %	22.22 %	42.86 %	11.94 %	14.71 %	9.09 %	15.75 %	17.46 %	14.06 %
Other	0.99 %	1.42 %	0.51 %	2.33 %	2.82 %	1.72 %	NA	NA	NA	NA	NA	NA	0.79 %	1.59 %	NA
				Res	sponding to	an alleged to	errorist atta	ck after rece	eiving a bom	b threat					
Both	26.35 %	26.07 %	26.67 %	27.91 %	30.99 %	24.14 %	NA	NA	NA	30.60 %	29.41 %	31.82 %	23.62 %	20.63 %	26.56 %
Male	54.43 %	52.13 %	56.92 %	56.59 %	49.30 %	65.52 %	56.25 %	77.78 %	28.57 %	52.99 %	50.00 %	56.06 %	53.54 %	53.97 %	53.13 %
Female	17.98 %	20.38 %	15.38 %	12.40 %	16.90 %	6.90 %	43.75 %	22.22 %	71.43 %	15.67 %	19.12 %	12.12 %	22.83 %	25.40 %	20.31 %

Box 25. Perception of the division of labor in the mission disaggregated by sex, in general and by decentralized bodies

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м
Other	0.99 %	0.95 %	1.03 %	3.10 %	2.82 %	3.45 %	NA	NA	NA	NA	NA	NA	NA	NA	NA
					,	Write inform	ative report	s on the situ	ation						
Both	32.27 %	32.23 %	32.31 %	35.66 %	36.62 %	34.48 %	NA	NA	NA	35.82 %	35.29 %	36.36 %	29.13 %	28.57 %	29.69 %
Male	16.26 %	13.27 %	19.49 %	13.18%	11.27 %	15.52 %	43.75 %	22.22 %	71.43 %	13.43 %	10.29 %	16.67 %	18.90 %	17.46 %	20.31 %
Female	50.00 %	52.61 %	47.18%	48.84 %	49.30 %	48.28 %	56.25 %	77.78 %	28.57 %	48.51 %	51.47 %	45.45 %	51.97 %	53.97 %	50.00 %
Other	1.23 %	1.42 %	1.03 %	2.33 %	2.82 %	1.72 %	NA	NA	NA	1.49 %	1.47 %	1.52 %	NA	NA	NA

Box 25. Perception of the division of labor in the mission disaggregated by sex, in general and by decentralized bodies

There are cases of discrimination in the Secretary

In the case of PyRS, even though the reports of the Ethics Committee do not disaggregate the complaints by general principles, the CNDH has issued recommendations for discrimination against transgender people in Federal Centers. In addition, in March 2022, a case in which employees of the Federal Center for Psychosocial Rehabilitation² filed a complaint against the director and deputy director before the CNDH and the SPF for labor and sexual abuse became known in various media. Regarding GN, from 2019 to 2021 there have been 10 cases of discrimination. For CONASE and SPF, no cases of discrimination based on sex were reported.

Implementation and experience gap

An implementation gap was found regarding women in operational functions. While surveyed personnel believe that women can carry out such activities, within the institution both women and men do not exercise the same in operational roles. Regarding the experience gap, women and men responded differently regarding whether they consider that women can participate in special tactical operations and whether they should participate or interact in a refugee camp.

2 *El Universal.* "There's ongoing investigations at the controls of the Ceferepsi for abuse", on March 9, 2022. https://www.eluniversal.com.mx/estados/indagan-mandos-del-ceferepsi-por-abuso.

Social exclusion

LOW PRIORITY

It measures group cohesion and identity, based on the creation of an internal group by excluding those people who do not look or behave like the people from the internal group. It measures the practices used to maintain this group. (Karim, 2020)

The objectives of the issue area are:

- Ensure that women have a measurable impact on the way peace operations are conducted and that the effects of deployment on the lives of uniformed women are as positive as that of men.
- » It focuses on changing individual attitudes and institutional culture to the point that women are treated as equal members of the team.

It is transversal in the sense that if individuals in a close-knit group have negative or stereotypical beliefs about those outside the group, then they are favoring people inside and creating a hostile work environment for those outside the group.

Summary of results

This issue area is of low priority because, compared to the other issue areas, it represents a lower barrier for women and men, and affects women disproportionately to a lesser extent. There is a rather small tendency for personnel to not to experience the policies of the institutions, and for women and men to have different experiences. In addition, it was identified as the fifth challenge for women in the country to increase their participation in Peace Operations. Within the scales measured by this subject area, the severity scale of taboo behavior is not met because less than 90% do not consider the involvement of a man on the team with a local woman and the involvement of a woman with a local man very serious or serious. However, regarding the notification, more than 75% of personnel responded that "yes" or "definitely" would report such behaviors. Finally, the hypermasculinity scale denotes that negative male beliefs dominate the culture of the organization.

Top good practices

- The mechanisms for reporting harassment are known by the institution, the surveyed personnel know which instance to go to in case of harassment.
- The impossibility of annulling the decisions of the Disciplinary Council by the high commands while the decision to annul the resolutions of the Disciplinary Council depends on the decentralized administrative body discussed.
- » The regulation against SEA comes from more than one mechanism at a national level; the legal framework to combat it is part of the action of the Ministry of Public Function.

- Affirmative action is welcomed by the institution's personnel, with more than 50% of personnel agreeing or strongly agreeing with issuing a call only for women to increase their participation in Peace Operations.
- » There is some cohesion within the institution, as 80% consider the institution to be like a family.
- The negative linkage is not well received in the institution despite its existence, less than 50% of the surveyed personnel consider it as necessary.
- » Mixed training is common in the institution, 98% of respondents consider isas the best way to train.

Main barriers

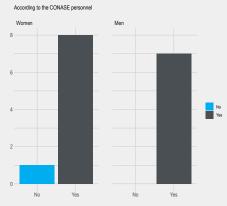
- The internal complaints system and the complaints or denouncement policy are not known in the institution. Only 83% of personnel mentioned that they are aware of an internal complaints system and 60% of personnel responded that they are aware of a witness protection policy.
- » Domestic violence is not considered a violation within the institution, 69% of respondents responded that domestic violence is considered a violation of disciplinary codes within the institution.
- » There are different types of jokes within the institution, 35% responded to having heard jokes about women, 46% about their physical appearance and 35% about their sexual orientation.
- » Men are somewhat defensive towards harassment, although they do not exclude socialization with the opposite sex, there is fear of being accused of sexual harassment.
- » Positive bonding activities do not permeate the institution, as 74% of the sample stated that they participated in mixed recreational sporting events.

Good practices

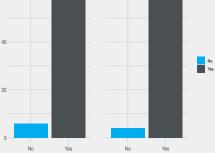
The mechanisms for reporting harassment are known by the institution

93% of respondents stated that they are aware of guidelines or regulations that state who to contact if they are being harassed or threatened by colleagues. Trends in responses are similar between women and men in the various decentralized administrative bodies. Only in the case of PyRS and CONASE women's responses are slightly negative.

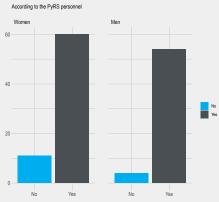
Do you know whom to speak to in case of being harassed?



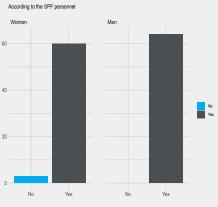
Do you know whom to speak to in case of being harassed?
According to the National Guard personnel
Women
Men
60
Men



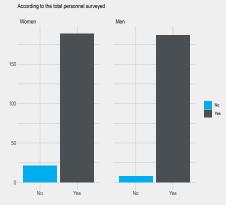
Do you know whom to speak to in case of being harassed?



Do you know whom to speak to in case of being harassed?



Do you know whom to speak to in case of being harassed?



Box 26. Knowledge of who to contact if harassed/disaggregated by sex, general, and by decentralized body

As mentioned above, harassment is governed by the guidelines established by the Ministry of Civil Service. Mainly, the "Protocol for the Prevention, Attention and Punishment of Sexual Harassment" and the "Code of Ethics of the Federal Public Administration" are used. The former explicitly defines what is sexual harassment, while the latter includes definitions for workplace harassment and sexual harassment.

In the case of PyRS, it relies on other legal mechanisms through which sexual harassment and harassment are combated, such as: Title Fifteenth of the Federal Criminal Code: Article 223 of the National Code of Criminal Procedure: Article 46 of the Federal Law on Workers in the Service of the State; Article 114, numeral III of the Federal Court of Conciliation and Arbitration; article 127 of the procedure for settling disputes submitted to the Federal Court of Conciliation and Arbitration; the National Women's Institute Act; the General Law for Equality between Women and Men; the General Law on Women's Access to a Life Free of Violence; and the Regulations of the General Law on Women's Access to a Life Free of Violence. CONASE, GN and SPF use the tools of the Ministry of Civil Service in which harassment and sexual harassment are considered ethical risks. Regarding the internal complaints system, because it is attached to the Ministry of Civil Service (through the Ethics Committee and the internal complaints bodies), it is not dependent on the personnel in the Ministry or on the institution itself.

Good practice: The inability of senior officers to annul decisions of the disciplinary board

The decision to annul the decisions of the Council depends on the decentralized administrative body concerned. For PyRS within the Provincial Centers there is a Council of Directors chaired by the Director of the Council, who has his own powers and could not be annulled by instances within the body. In the case of CONASE, it is done in accordance with the protocol and the decisions of the Internal Organ of CONTROL must be complied with. In the GN, officers cannot annul the decisions of the Council of Directors according to the Regulations of the National Guard Law. Finally, in the case of the SP, when speaking of the Internal Body of Control, it can determine the suspension of the alleged responsible party (including employment, position or commission), as well as subsequent actions. There is also an internal inspection in this body.

SEA regulation comes from more than one mechanism at the national level

As mentioned in issue area 8, the legal framework to combat SEA is part of the actions of the Ministry of the Civil Service. It has a robust framework that is used to combat such faults and is independent of the institution itself. Finally, all these formal institutions are strengthened by the actions of the National Human Rights Commission, which acts or performs the functions of the Ombudsman.

Affirmative action is welcomed by the institution's personnel

It was also found that, according to survey data, more than 50% of personnel felt that they agree or strongly agree with issuing a call only for women to increase their participation in Peace Operations (65%). This aligns with several previous indicators which demonstrate a positive attitude towards the perception of the participation of Mexican personnel in Peace Operations, especially the significant participation of women.

There is some cohesion within the institution

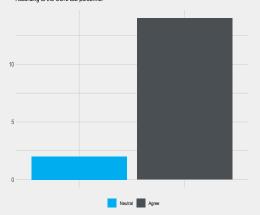
It was identified that 80% of the personnel consider the institution to be like a family and 75% of the survey personnel interact with other members of the institution outside of work.

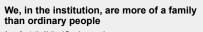
		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м
				How often	do member	s of the secu	urity forces s	ocialize with	n colleagues	of the oppo	site sex?				
Less than once a month	10.10 %	11.37 %	8.72 %	12.40 %	12.68 %	12.07 %	37.50 %	44.44 %	28.57 %	8.21 %	10.29 %	6.06 %	6.30 %	6.35 %	6.25 %
Once a month	15.52 %	16.59 %	14.36 %	24.03 %	28.17 %	18.97 %	6.25 %	11.11%	NA	16.42 %	16.18%	16.67 %	7.09 %	4.76 %	9.38 %
Every two weeks	2.22 %	1.90 %	2.56 %	3.88 %	2.82 %	5.17%	NA	NA	NA	NA	NA	NA	3.15 %	3.17 %	3.13 %
Once	4.43 %	3.79 %	5.13 %	6.98 %	2.82 %	12.07 %	NA	NA	NA	3.73 %	4.41 %	3.03 %	3.15 %	4.76 %	1.56 %
per week	11.58 %	10.43 %	12.82 %	11.63 %	9.86 %	13.79 %	12.50 %	11.11%	14.29 %	8.21 %	4.41 %	12.12 %	14.96 %	17.46 %	12.50 %
A few days a week	50.25 %	49.29 %	51.28 %	33.33 %	33.80 %	32.76 %	25.00 %	22.22 %	28.57 %	58.96 %	60.29 %	57.58 %	61.42 %	58.73 %	64.06 %
Every day	5.67 %	6.16 %	5.13 %	7.75 %	9.86 %	5.17 %	18.75 %	11.11%	28.57 %	3.73 %	2.94 %	4.55 %	3.94 %	4.76 %	3.13 %
					How o	ften do you v	work with co	lleagues of t	he opposite:	sex?					

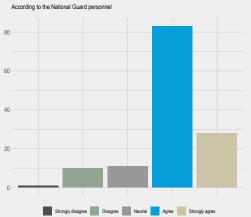
Box 27. Interaction between men and women in the institution, disaggregated by sex, in general and by decentralized body

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м
Less than once a month	0.99 %	0.47 %	1.54 %	NA	NA	NA	NA	NA	NA	2.99 %	1.47 %	4.55 %	NA	NA	NA
Once a month	0.74%	1.42 %	NA	0.78 %	1.41 %	NA	NA	NA	NA	1.49 %	2.94 %	NA	NA	NA	NA
Once	0.25 %	NA	0.51 %	NA	NA	NA	NA	NA	NA	0.75 %	NA	1.52 %	NA	NA	NA
per week	2.22 %	2.37 %	2.05 %	3.10 %	4.23 %	1.72 %	NA	NA	NA	1.49 %	1.47 %	1.52 %	2.36 %	1.59 %	3.13 %
A few days a week	95.32 %	95.26 %	95.38 %	96.12 %	94.37 %	98.28 %	100 %	100 %	100 %	91.79 %	92.65 %	90.91 %	97.64 %	98.41 %	96.88v
Every day	0.25 %	NA	0.51 %	NA	NA	NA	NA	NA	NA	0.75 %	NA	1.52 %	NA	NA	NA
I do not wish to reply															

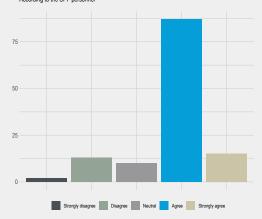
We, in the institution, are more of a family than ordinary people According to the CONASE personnel



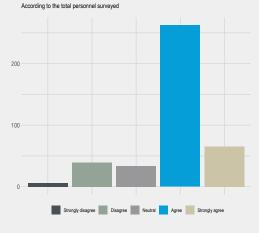




We, in the institution, are more of a family According to the PyRS personnel We, in the institution, are more of a family than ordinary people According to the SPF personnel



We, in the institution, are more of a family than ordinary people



Box 28. Feeling of familiarity in the institution, in general and by decentralized body

Negative linkage (hazing) is not well received in the institution despite its existence

Less than 50% consider negative linkage (hazing) to be necessary. The highest percentage is related to the fact that they consider themselves necessary because they create camaraderie or cohesion with 21% of respondents.

Male load in the institution to a lesser extent

Less than 20% (14%) responded that members of the institution visit brothels when they are not in service.

Mixed training is common in the institution

About 98% of respondents believe that the best way to train personnel is through mixed training with men and women together. This is part of the institution's policy as it was found to be the case for PyRS. In the case of CONASE, mixed training has also been carried out for personnel commissioned in kidnapping induction, police techniques and tactics. For GN, the same training sessions are performed on both women and men. The latter is also repeated in the case of SPF.

Sanitary facilities for women and men are provided by the institution

For both PyRS, CONASE and the SPF it was noted that there are facilities designated for women. In the case of GN, although there are facilities for women, they are not easily accessible because they are remote. In addition, women's health facilities were considered scarce in terms of quantity.

There are dormitories for women in SPF and GN

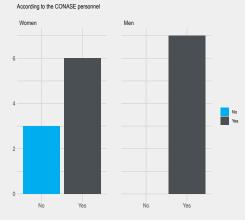
For barracks or sleeping facilities, this question only applies to PyRS and GN. In the first case (for CEFERESO) the security and privacy of the personnel who work shifts of 24 to 28 hours for 14 days are evaluated. In addition, this decentralized administrative body also guarantees accommodation for SPF and GN. For the GN, the case of sanitary facilities is repeated, and dormitories for women were identified in the different locations of the decentralized administrative body.

Barriers

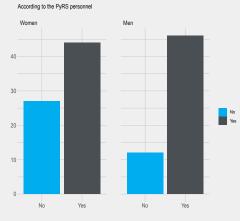
An internal complaints system and whistleblower policy (complainant) are not known in the institution

Only 83% of personnel mentioned that they are aware of an internal complaints system and 60% of personnel responded that they are aware of a whistleblower protection policy in their organization. The trends for GN and SPF are similar, however, in the case of PyRS and CONASE there is a greater number of women who do not know of an internal complaints system.

Do you know about the internal complaints system within your organization?

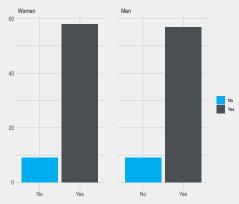


Do you know about the internal complaints system within your organization?

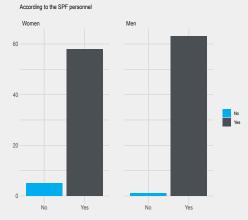


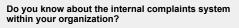
Do you know about the internal complaints system within your organization?

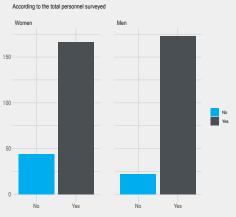




Do you know about the internal complaints system within your organization?







Box 29. Knowledge of the internal complaints system disaggregated by sex, in general and by decentralized body

THE 10 ISSUE AREAS

It is important to highlight this because, there is an official whistleblowing policy in accordance with the provisions of the SSPC. This mechanism works through the Ethics Committee and the Internal Control Bodies. In the SSPC, the Ethics Committee obtained a rating of excellent in the evaluation carried out by the SFP obtaining more than 90 points out of 100 (one of the highest ratings). In the case of PyRS, an instruction for compliance with preventive and precautionary measures is sent to the Hierarchical Superior of the Public Server involved and this must be signed by the Head of the Federal Center. This was listed as excellent by the Civil Service.

At CONASE, this process is carried out in accordance with the protocol for submitting complaints and complaints to the Ethics Committee. However, for the purposes of preparing this report, no information was found about the Ethics Committee and its reports. There is also a person designated in CONASE with whom the complaint can be made, who accompanies the person who reports to the body designated in the SSPC and transfers the matter to the Internal Control Body. In addition, if applicable, they must also guide a criminal complaint. It is important to emphasize that the CONASE Ethics Committee was rated as deficient in 2021.

In the GN there is an Internal Affairs Unit (with management autonomy) and an Ethics Committee to which complaints can be made. The head of internal affairs is appointed by the president and hears complaints and denunciations arising from administrative offenses or disciplinary infractions. When talking about the crime committee, the issue is transferred to law enforcement authorities to make the complaint to the corresponding jurisdiction. It also has a Career Council according to title VII of the regulations.

PyRS acts in accordance with the provisions of the Federal Protection Service Regulations, in which the Internal Inspection area is responsible for "conducting an investigation to address complaints, petitions and suggestions related to violations."¹ This procedure used for the attention of internal complaints is a project carried out by the Directorate of Internal Investigation, which is not duly authorized to do so. There is also communication material to impose complaints or denunciations which is socialized through workshops and talks and different means of communication (mail, banners) by the Internal Inspectorate. The SPF Ethics Committee was rated excellent by the SFP.

Violence against women is not identified as a violation internally in the institution

Some 69% of surveyed personnel responded that violence against women is considered a violation of disciplinary codes within the institution. According to the institution, violence against women, under the

1 Federal Protective Service REGULATIONS, Federal Official Gazette 01-16-15 § (2015).

10

umbrella of preventing and eradicating gender-based violence, is within the Code of Conduct. In disciplinary matters, in the case of civil jurisdiction the person could be sanctioned. For PyRS, the personnel sign a Letter of Commitment to the Code of Conduct, and violence against women would violate the General Law on Women's Access to a Life Free of Violence. CONASE did not present information in this regard, however, it could apply the Code of Ethics of the SFP and the SSPC. In the case of the GN and the SPF, it would apply within the civil jurisdiction on the grounds of disciplinary application and if it is known in the institution, it would violate the principles and values of the Code of Conduct.

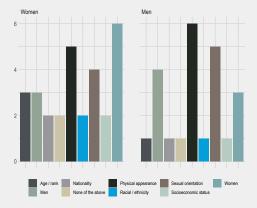
Different types of jokes are common within the institution

About 35% responded to having heard jokes about women, 46% due to their physical appearance and 35% because of their sexual orientation. In PyRS, more women have heard jokes about women, physical appearance, and sexual orientation than men. For CONASE, the jokes that women have heard the most are about physical appearance, women and sexual orientation. In the case of men, the most common are the same as for women, adding jokes about men. GN women responded the most that they have heard none, followed by physical appearance and women. In the case of men, jokes about physical appearance have the same tendencies as responses related to not having heard any jokes. Finally, the most common jokes in the SPF are the same as in the other decentralized administrative bodies, only racial or ethnic jokes stand out with a slightly higher percentage in the case of men.

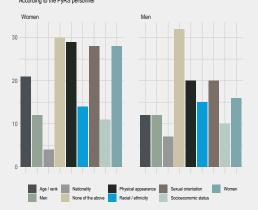
Men are somewhat defensive towards harassment

While only 3% of the sample of men stated that they avoid socializing with the opposite sex for fear of being forced to complain of harassment or sexual harassment, 16% stated that they are very concerned about being accused of sexual harassment by a colleague.

Have you ever experienced jokes about any of the following topics?

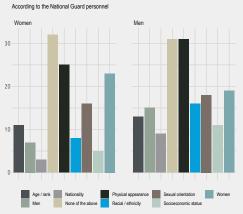


Have you ever experienced jokes about any of the following topics?

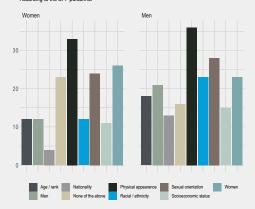


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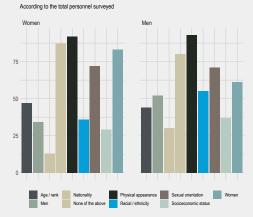
Have you ever experienced jokes about any of the following topics?



Have you ever experienced jokes about any of the following topics? According to the SPF personnel



Have you ever experienced jokes about any of the following topics?



There are regulations that allow sexual diversity in the institution, despite the commonality of jokes about sexual orientation

LGBTQ personnel can work within the SSPC. Currently, it is not prevented by any regulations since this institution was created. Current legislation has mechanisms that act against employment discrimination due to the sexual orientation of public servers. This applies to the decentralized bodies, since the issue is covered by this national legislation, and they could not oppose such decisions. In matters of sexual diversity, same-sex relations are not prohibited within the country. In addition, the Ministry's transition services for transgender persons are provided by the health services provided by ISSSTE.

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м	Tot	w	м
				How worrie	ed do you fe	el about bei	ing accused	of sexual ha	arassment b	y a colleagu	ie?				
Very concerned	7.88%	6.64%	9.23%	8.53%	8.45%	8.62%	NA	NA	NA	7.46%	5.88%	9.09%	8.66%	6.35%	10.94%
Worried	7.64%	8.06%	7.18%	6.98%	8.45%	5.17%	NA	NA	NA	8.21%	10.29%	6.06%	8.66%	6.35%	10.94%
I'm not worried	83.25%	83.89%	82.56%	82.95%	81.69%	84.48%	100.00%	100.00%	100.00%	82.84%	82.35%	83.33%	81.89%	85.71%	78.13%
I do not know	0.49%	0.47%	0.51%	1.55%	1.41%	1.72%	NA		NA	NA	NA	NA	NA	NA	NA
I do not wish to reply	0.49%	0.47%	0.51%	NA	NA	NA	NA	NA	NA	0.75%	NA	1.52%	0.79%	1.59%	NA
			Do you a	void socializ	ing with the	opposite s	ex because :	you are wor	ried about b	eing compla	ained about	?			
No	96.31%	95.73%	96.92%	97.67%	97.18%	98.28%	93.75%	88.89%	100.00%	95.52%	94.12%	96.97%	96.06%	96.83%	95.31%
Yes	2.96%	2.84%	3.08%	2.33%	2.82%	1.72%	6.25%	11.11%	NA	3.73%	4.41%	3.03%	2.36%	NA	4.69%
I do not wish to reply	0.49%	0.95%	NA	NA	NA	NA	NA	NA	NA	NA	NA	NAN	1.57%	3.17%	NA

Box 31. Attitude towards harassment in the institution, in general and by decentralized body

Positive linkage activities do not permeate the institution

74% of the sample stated that they participated in mixed recreational sporting events. In addition, only 67% perform training or training exercises and 66% in sports. The trends are similar in all decentralized administrative bodies, with GN having the highest percentages regarding the practice of sports, both in women and men.

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м												
I didn't know about these kinds of activities.	13.55	19.43	7.18	21.71	30.99	10.34	43.75	44.44	42.86	8.96	13.24	4.55	6.30	9.52	3.13
Sport	66.01	58.77	73.85	55.81	42.25	72.41	31.25	44.44	14.29	73.88	73.53	74.24	72.44	63.49	81.25
Formal mixed non-sports recreational activities (religious groups, choir, band)	19.95	15.17	25.13	22.48	14.08	32.76	6.25	11.11	ON	22.39	19.12	25.76	16.54	12.70	20.31
Extra physical activities-	38.67 %	31.75 %	46.15 %	37.98 %	28.17 %	50.00 %	25.00 %	22.22 %	28.57 %	40.30 %	38.24 %	42.42 %	39.37 %	30.16 %	48.44 %
Curricular	38.67	31.75	46.15	37.98	28.17	50.00	25.00	22.22	28.57	40.30	38.24	42.42	39.37	30.16	48.44
Training/Training Exercises	66.75	64.93	68.72	58.91	56.34	62.07	37.50	44.44	28.57	68.66	67.65	69.70	76.38	74.60	78.13
Vocational Programs	20.20	19.43	21.03	17.83	14.08	22.41	6.25	11.11	NA	22.39	22.06	22.73	22.05	23.81	20.31
I do not know	5.42	4.27	6.67	4.65	2.82	6.90	18.75	11.11	28.57	5.97	2.94	9.09	3.94	6.35	1.56
I do not wish to reply	0.49	0.47	NA	1.57	1.59	1.56									

Box 32. Positive linkage experiences in the institution disaggregated by sex, in general and by decentralized body

In the case of decentralized administrative bodies, in some cases this type of activity can be appreciated. For PyRS due to the activities and functions of the personnel themselves, this type of activities in the facility is considered difficult. In the case of CONASE there are very few personnel, so as in PyRS, this does not necessarily apply. In the GN, there is a background of sporting events in which both women and men participate. Finally, in the case of the SPF there are also precedents such as the preparation of elements in the National Center for the Development of Sports Talents and High Performance (CNAR) to participate in the Latin American Police and Fire Department Games, as well as in shooting tournaments.

Negative bonding experiences are also common at the institution

More than 10% of the population reported having experienced some of these. Punishment or discipline was the most mentioned with 29%

followed by jokes or teasing with 17%. The trends are similar in decentralized administrative bodies, with the SPF presenting the most punishment or discipline, especially in men. In case of jokes and mockery, it is also this decentralized administrative body where they are most appreciated, with similar percentages among the responses of women and men (22% and 28% respectively). In addition, the highest percentage of responses who believe these activities are necessary is from SPF personnel, where 40% of men believe they are (the percentage of women is almost half, at 22%).

Box 33. Negative linkage experiences in the institution, in general and by decentralized body

		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м	Tot	w	м	Tot	w	м	Tot	W	м	Tot	w	м
				New recruit	ts usually fa	ce the follo	wing integr	ation activit	ies by othei	members					
I didn't know about these kinds of activities.	37.93 %	41.71 %	33.85 %	49.61 %	52.11 %	46.55 %	62.50 %	77.78%	42.86 %	38.81 %	39.71 %	37.88 %	22.05 %	26.98 %	17.19 %
Punishment/	29.31 %	25.12 %	33.85 %	20.16 %	16.90 %	24.14 %	18.75 %	22.22 %	14.29 %	30.60 %	29.41 %	31.82 %	38.58 %	30.16 %	46.88 %
Discipline	0.74 %	0.47 %	1.03 %	0.78 %	1.41 %	NA	NA	NA	NA	NA	NA	NA	1.57 %	NA	3.13 %
Sexual activity	17.73 %	16.11 %	19.49 %	16.28 %	15.49 %	17.24 %	6.25 %	NA	14.29 %	13.43 %	13.24 %	13.64 %	25.20 %	22.22 %	28.13 %
Pranks/	10.10 %	12.32 %	7.69 %	6.20 %	7.04 %	5.17%	NA	NA	NA	9.70 %	16.18%	3.03 %	15.75 %	15.87 %	15.63 %
Teasing	9.11 %	9.48 %	8.72 %	6.98 %	5.63 %	8.62 %	NA	NA	NA	8.96 %	13.24 %	4.55 %	12.60 %	11.11 %	14.06 %
Of women or new recruits acting/ dressing as women	6.65 %	5.21 %	8.21 %	6.20 %	7.04 %	5.17%	6.25 %	NA	14.29 %	5.97 %	5.88 %	6.06 %	7.87 %	3.17 %	12.50 %
Homo-	0.49 %	0.95 %	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1.57 %	3.17 %	NA
sexuality	17.98 %	16.59 %	19.49 %	15.50 %	14.08 %	17.24 %	18.75 %	11.11%	28.57 %	14.93 %	11.76 %	18.18 %	23.62 %	25.40 %	21.88 %
Hazing	4.43 %	4.74 %	4.10%	2.33 %	1.41 %	3.45 %	6.25 %	NA	14.29 %	5.97 %	7.35 %	4.55 %	4.72 %	6.35 %	3.13 %
					In its op	inion, the a	ctivities me	ntioned abo	ove are:						
None of the above	13.05 %	13.27 %	12.82 %	10.85 %	14.08 %	6.90 %	12.50 %	11.11%	14.29 %	15.67 %	10.29 %	21.21 %	12.60 %	15.87 %	9.38 %
Necessary - create fellowship	20.69 %	15.64 %	26.15 %	17.05 %	14.08 %	20.69 %	12.50 %	22.22 %	NA	15.67 %	10.29 %	21.21 %	30.71 %	22.22 %	39.06 %
Needed – puts new recruits in their place	3.94 %	2.84 %	5.13 %	2.33 %	1.41 %	3.45 %	NA	NA	NA	4.48 %	2.94 %	6.06 %	5.51 %	4.76 %	6.25 %
Necessary - eliminate weak points	10.34 %	9.95 %	10.77 %	5.43 %	4.23 %	6.90 %	6.25 %	11.11%	NA	11.94 %	13.24 %	10.61 %	14.17 %	12.70 %	15.63 %

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		SSPC			PyRS			CONASE			GN			SPF	
	Tot	w	м		w	м	Tot	w	м	Tot	w	м	Tot	w	м
They're not serious because they're just fun games.	2.96 %	1.42 %	4.62 %	2.33 %	2.82 %	1.72 %	6.25 %	NA	14.29 %	3.73 %	1.47 %	6.06 %	2.36 %	NA	4.69 %
They are not necessary and can be dangerous	16.01 %	15.17 %	16.92 %	17.83 %	21.13 %	13.79 %	12.50 %	NA	28.57 %	14.93 %	11.76 %	18.18%	15.75 %	14.29 %	17.19%
They are not necessary - they can do less to women	7.39 %	7.11%	7.69 %	3.88 %	2.82 %	5.17 %	12.50 %	NA	28.57 %	10.45 %	11.76 %	9.09 %	7.09 %	7.94 %	6.25 %
They are not necessary - they can hurt people	18.47 %	16.11 %	21.03 %	16.28 %	16.90 %	15.52 %	12.50 %	NA	28.57 %	16.42 %	11.76 %	21.21 %	23.62 %	22.22 %	25.00 %
I do not wish to reply	5.17%	7.11%	3.08 %	3.10 %	5.63 %	NA	NA	NA	NA	5.97 %	5.88 %	6.06 %	7.09 %	11.11 %	3.13 %
Not applicable	29.31 %	32.70 %	25.64 %	35.66 %	33.80 %	37.93 %	62.50 %	66.67 %	57.14%	30.60 %	39.71 %	21.21 %	17.32 %	19.05 %	15.63 %

Implementation and experience gap

In the implementation gap, personnel experience and institutional stance do not coincide in terms of knowledge of official whistleblowing policies, the internal complaints system, and personnel participation in sports teams.

Women and men responded differently regarding awareness of guidelines or regulations that establish who to address if harassed, whistleblower protection policies, internal grievance system, and whether domestic violence is considered a violation of disciplinary codes within the institution. There was also a gap in experience regarding the level of agreement with the issuance of a call only for women to increase their participation in Peace Operations. Women and men responded differently as to if they consider the institution a family, organizing mixed sporting events within the institution and whether they socialize outside of work with each other. Finally, an experience gap was also detected related to whether the institution's personnel visit brothels when they are not on duty.

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