



The Elsie Initiative Fund
for Uniformed Women in Peace Operations

UN Photo

Diversity. Annual Report 2021 **Inclusion.** Transformation.



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Acknowledgments

Donor Governments

The Eisie Initiative Fund for Uniformed Women in Peace Operations (EIF) Secretariat thanks its donors, the Steering Committee and Technical Committee members and partners for their generous support to all EIF activities.

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**UNITED
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List of Acronyms

AA	Administrative Agent
AAP	Action for Peacekeeping
AAP+	Action for Peacekeeping Plus
AFL	Armed Forces of Liberia
AMS-SAAT	United Nations Assessment in Mission Service – Selection, Assistance and Assessment Team
AR	Annual Report
BA	Barrier Assessment
C34	Special Committee on Peacekeeping Operations
CADERDT	Centre Autonome d'Etudes et de Renforcement des Capacités pour le Développement au Togo
CAPEC	Cellule d'Analyse de Politiques Economiques du CIREs
CHOD	Chiefs of Defence
CIRES	Centre Ivoirien de Recherches Economiques et Sociales
CO	Country Office
CSO	Civil Society Organization
DAC	Development Assistance Committee
DCAF	Geneva Centre for Security Sector Governance
DPO	Department of Peace Operations
ECOWAS	Economic Community of West African States
EIF	Elise Initiative Fund for Uniformed Women in Peace Operations

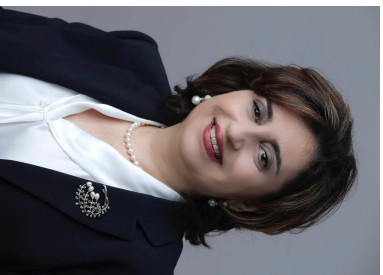
EOSG	Executive Office of the Secretary-General
FFF	Fact Finding Form
FPU	Formed Police Unit
GEM	Gender Equality Marker
GEWE	Gender Equality and Women's Empowerment
GMS	Gender Mainstreaming Strategy and Implementation Plan 2021-2024
GSU	Gender-Strong Unit
HACP	High Authority for Peacebuilding – Niger
HRDDP	Human Rights Due Diligence Policy
IAWP	International Association of Women Police
IC	Implementation Committee
IPO	Individual Police Officer
JONAP	Jordanian National Action Plan on the Implementation of Security Council Resolution 1325 (2000) on Women, Peace and Security 2021-2024
KAICT	Kofi Annan Institute for Conflict Transformation
LOI	Letter(s) of Interest
MENAFN	Middle East North Africa Financial Network
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic

MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MOA	Memorandum of Agreement
MO	Military Observer
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
MOU	Memorandum of Understanding
MOWIP	Measuring Opportunities for Women in Peace Operations
MPTFO	Multi-Partner Trust Fund Office
NIS	National Institute of Statistics
NGO	Non-Governmental Organization
ODA	Official Development Assistance
OMA	Office of Military Affairs
PCC	Police Contributing Country
PCCSS	Peacekeeping Capability Readiness System
PD	Police Division
PMU	Project Management Unit
PSD	Public Security Directorate
PUNO	Participating United Nations Organization
RC/RCO	Resident Coordinator Office
REPSFECCO	ECOWAS Women's Peace and Security Network
RESDAL	Latin American Security and Defense Network
RI	Research Institution
RSLAF	Republic of Sierra Leone Armed Forces
SAA	Standard Administrative Arrangement
SC	Steering Committee
SCR	Security Council Resolution
SDG	Sustainable Development Goal(s)

SEA	Sexual Exploitation and Abuse
SEDENA	Mexico Ministry of National Defense
SEMAR	Mexico Ministry of Navy
SI	Security Institution
SLP	Sierra Leone Police
SO	Staff Officer (Military)
SOP	Standard Operating Procedures
SSPC	Mexico Ministry of Security and Citizen Protection
TAF	Togo Armed Forces
TAT	Technical Advisory Team
TC	Technical Committee
TOR	Terms of Reference
TCC	Troop Contributing Country
T/POC	Troop / Police Contributing Country
UDLAP	Universidad de las Americas
UGPS	United Nations Uniformed Gender Parity Strategy 2018-2028
UN	United Nations
UNCT	United Nations Country Team
UNDG	United Nations Development Group
UNDP	United Nations Development Program
UNIFIL	United Nations Interim Force in Lebanon
UNITAR	United Nations Institute for Training and Research
UNMIM	United Nations Military Expert on Mission
UNSCR 1325	United Nations Security Council resolution 1325 on Women, Peace and Security
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WPS	Women, Peace and Security

Foreword

from



UN Photo / Evan Schneider

Ms. Sima Sami Bahous
UN Women Executive Director
Co-Chair of the Steering Committee, Elsie Initiative
Fund for Uniformed Women in Peace Operations

More than two decades since the landmark United Nations Security Council resolution (UNSCR) 1325 (2000) on women, peace and security (WPS), progress towards achieving gender parity within United Nations peace operations is lagging.

UN Women and the Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF) estimate that, despite increasing commitments, it will take another 30 years to reach gender parity among troops at the current rate of progress. It will take another 12 years among formed police units (FPU), eight years among individual police officers (PO), and seven years among military experts on mission (UNMEM) and staff officers (SO) to reach gender parity. Our joint efforts are needed now more than ever to address these imbalances and tackle obstacles to progress. Investing in the promotion of gender parity in United Nations peace operations is crucial to enable the full and meaningful participation of uniformed women.

In 2021, we were encouraged by growing commitments on WPS. Several United Nations Security Council members and Member States stepped up their actions, including through developing innovative practices and enabling the voices of women civil society leaders to be heard in decision-making spaces. WPS provisions, including the increased deployment of uniformed women in peace operations, were integrated into the 12 peacekeeping mandates renewed in 2021. We thank all our donors, and particularly Australia, Denmark and the Republic of Korea for pledges made to the EIF during the 2021 Seoul Peacekeeping Ministerial.

[VI]

The EIF remains a valuable instrument to enable troop- and police-contributing countries to fulfil their international commitments. The EIF's 2021 annual report showcases initial results and the impact of pilot projects supported by the first programming round. In particular, the Fund has contributed to the increased deployments of uniformed women to peace operations, including the deployment of two gender-strong units, I commend the Jordan Police, Liberia Armed Forces, Mexico Armed Forces, Navy and Police, Niger Armed Forces and Police, Senegal National Gendarmerie and Police, the Republic of Sierra Leone Armed Forces, and the Togo Armed Forces for their commitment in this journey.

Gains made towards gender parity, especially in the security sector, cannot be taken for granted. To expand and increase uniformed women's meaningful participation, we need to achieve a multifaceted transformation at the socio-cultural, institutional and individual levels. This starts with ensuring that uniformed women's voices are included in all matters of peace and security, and that their contributions and leadership are supported and harnessed to achieve long-lasting peace and security for all.

[VII]

Foreword

from

Mr. Jean-Pierre Lacroix
Under-Secretary-General for Peace Operations
United Nations Department of Peace Operations



UN Photo / Mark Garten

Ensuring women's full, equal and meaningful participation in United Nations peace operations is a key objective of the Department of Peace Operations of the United Nations. It is anchored in Security Council resolutions on Women, Peace and Security and in the Action for Peacekeeping Declaration of Shared Commitments.

United Nations peace operations need a more diverse workforce, with the right capabilities and mindsets, to improve mandate delivery/including within our leadership.

To this aim, in 2021 we made it a priority of Action for Peacekeeping +, our implementation strategy for A4P to increase the generation of women peacekeepers and to create an enabling environment for their meaningful participation. We are doing so through strengthened implementation of the Uniformed Gender Parity Strategy (UGPS).

Thanks to the concerted and collective efforts of the United Nations and Troop- and Police- Contributing Countries (T/PCCs), as well as countries contributing justice and corrections personnel, there are now more women than ever before in our peace operations in all categories of uniformed personnel, including in leadership positions. We have also increasingly focused on improving their deployment experience.

However, despite the good progress, women are still starkly underrepresented in certain uniformed categories, such as military contingents, and in some roles and functions. They also continue

to face barriers that prevent them from playing meaningful roles in their national services and in peacekeeping. This includes unequal access to deployment and training opportunities, lack of gender-responsive facilities and infrastructure, as well as institutional constraints and biases towards women.

To overcome such barriers, we need to harness the power of partnerships. The Elsie Initiative Fund (EIF) for Uniformed Women in Peace Operations is a key partner in our work to increase the meaningful participation of uniformed women in peacekeeping. It plays a crucial role in supporting projects and initiatives that contribute to translate Member States and United Nations gender equality shared values and commitments into concrete actions.

For example, in 2021 for the first time the EIF supported a UN organization, the United Nations Interim Force in Lebanon (UNIFIL), to build gender-sensitive accommodations for women peacekeepers from the Ghana Armed Forces (GAF). This is a very positive collaboration that will contribute to improving living conditions and is expected to increase women's deployments.

We need all hands on deck to foster diversity, inclusion and transformation in peacekeeping. Member States, T/PCCs, the United Nations and partners such as the EIF must work together to drive change and advance gender equality. We need to build inclusive institutions where uniformed women can contribute to the fullest hence helping us to enhance the impact of peacekeeping in addressing peace and security challenges.

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Executive Summary

The Esie Initiative Fund for Uniformed Women in Peace Operations (EIF) 2021 Annual Report (AR) covers 11 projects: the first eight funded projects which are currently being implemented, and a summary of three projects approved in 2021. The report includes an overview of the EIF and 2021 highlights with the main report divided into five parts:

Part 1 includes EIF-level impact, aggregated results and outputs according to the EIF outcomes.

Part 2 highlights the EIF's work on advocacy and communications.

Part 3 includes an overview of project profiles.

Part 4 captures common challenges and effective practices across the projects, as well as elements for the way ahead, including strengthening resource mobilization and programmatic activities in 2022.

Part 5 covers the EIF financial performance.

The 2021 AR is entitled “*Diversity, Inclusion, Transformation*,” to convey the power of gender equality and inclusive approaches in transforming security institutions. The EIF's 2021 results contribute to these inclusive transformations through the implementation of eight pilot projects by eleven security sector institutions in seven countries. Some of these projects are implementing tailored solutions to address identified national barriers to the deployment of uniformed women in peace operations, while others are seeking to identify and analyse these barriers.

Five of the projects include a **Barrier assessment (BA)**, five incorporate flexible project funding to implement activities that address identified barriers, and two involve the deployment of gender-strong units (GSU).



740 WOMEN TO BE SELECTED FOR TALENT POOLS FOR PEACE OPERATIONS

3,150

WOMEN TO BE TRAINED FOR RECRUITMENT TO SECURITY INSTITUTIONS

The Senegal National Gendarmerie deployed the **first ever Senegalese woman commander of a formed police unit (FPU)** in 2021. Commanded by Cheffe d'Escadron Mame Rokhaya Lo, this FPU was also the first GSU to be deployed, with 16 per cent women – a fourfold increase from a baseline of 4 per cent.

Other initiatives designed to **increase the deployment of uniformed women in peace operations** include the ongoing establishment of a pool of at least 740 trained uniformed women eligible to deploy to United Nations peace operations from the Niger Armed Forces and Police, the Senegal National Gendarmerie and Police and the Togo Armed Forces. These security institutions also committed to increase the recruitment of women through the training of at least 3,150 women candidates during recruitment campaigns.

EIF-funded projects are also contributing to the **development of gender-sensitive legal frameworks and policies**. The Togo Ministry of the Armed Forces, for example, adopted a decree to create and operationalise gender units and focal points at the ministerial level. To advance gender equality at the institutional level, five security institutions – the Niger Armed Forces and Police, the Senegal National Gendarmerie and Police, and the Togo Armed Forces – committed to review existing policies and regulations to identify gaps and barriers to the full integration of women and develop a gender equality policy that provides equal opportunities in the recruitment, retention, assignment, deployment, training and career advancement of women.

Six security institutions: the Armed Forces of Liberia, Mexico's Armed Forces, Navy and Police, the Sierra Leone Armed Forces and the Togo Armed Forces commenced implementation of the DCAF – the Geneva Centre for Security Sector Governance Measuring Opportunities for Women in Peace Operations (MOWIP) barrier assessment.

The year also marked the first approved project from a United Nations peace operation, the United Nations Interim Force in Lebanon (UNIFIL), which aims to construct gender-sensitive accommodation and improve working conditions for women peacekeepers from the Ghanaian battalion. This project will support Ghana's commitment to increase the deployment of women to UNIFIL.

Finally, the EIF conducted a number of outreach and advocacy activities and contributed to policy discussions internationally, regionally and nationally. The EIF drew over 5,000 online viewers during the high-level launch of the 2nd programming round, press coverage in over 100 media outlets and over 600,000 impressions

5
T/PPCS TO ADOPT
GENDER EQUALITY
POLICIES

8
PILOT PROJECTS UNDER
IMPLEMENTATION
BY
11 SECURITY
INSTITUTIONS

97
IN
COUNTRIES

JORDAN	POLICE
LIBERIA	ARMED FORCES
	ARMED FORCES
MEXICO	NAVY
	POLICE
	ARMED FORCES
NIGER	POLICE
	POLICE
SENEGAL	GENDARMERIE
	POLICE
SERRALEONE	ARMED FORCES
TOGO	ARMED FORCES

[1]

[2]

on social media. The EIF has also been cited in the Report of the Secretary-General to the Security Council on WPS (S/2021/827). Additionally, Member States highlighted the EIF as a vital instrument to invest in women in peacekeeping in various United Nations events, including the Peacekeeping Ministerial Summit held in South Korea with pledges received from three Member States - Australia, Denmark and the Republic of Korea in 2021.

“We are learning that one of the keys to ensuring sustainable peace is by making the peacekeeping and peacebuilding operations more inclusive, particularly by promoting the participation of women.”

H.E. Mr. Chung Eui-Yong,
Minister of Foreign Affairs of the Republic of Korea
in his Opening Remarks at the Peacekeeping
Ministerial Summit, Seoul
7 December 2021

EIF Overview

Established by the United Nations and Canada in 2019, the EIF is an innovative, multilateral fund that aims to increase the sustainable deployment and meaningful participation of uniformed women in United Nations peace operations. The EIF seeks to accelerate progress towards achieving the United Nations' gender targets set out in the [Uniformed Gender Parity Strategy 2018-2028 \(UGPS\)](#).

Meeting these targets and increasing the meaningful participation of uniformed women peacekeepers require commitment and support from troop- and police-contributing countries (T/PCCs) and the United Nations to deploy women at all levels and roles. The EIF was designed with a focus to support projects led by T/PCCs as primary recipients to identify and overcome barriers to the deployment of uniformed women peacekeepers at the national level.



UN Photo / Myriam Asmani

[3]

[4]

The EIF also supports projects submitted by United Nations organizations as secondary recipients, that are designed to implement and test innovations aimed at enhancing the meaningful participation of uniformed women deployed in peace operations.

Additionally, the EIF aims to expand the stock of publicly available knowledge on barriers and effective approaches to advance the meaningful participation of uniformed women in United Nations peace operations. This knowledge is intended to catalyse and contribute to global conversations on efforts to increase the meaningful deployment of uniformed women in United Nations peace operations.

To foster transformative change towards the meaningful participation of uniformed women, the EIF has conducted two programming rounds since its launch in 2019. Sixty-one letters of interest (LOIs) have been received from 27 T/PCCs and 8 United Nations organizations. The EIF has approved 12 projects, with 8 T/PCC fund recipients either directly or in partnership with United Nations agencies, and one project with a United Nations peace operation.¹

Governance Structure

Four principles inform the EIF governance structure: **inclusiveness, transparency, accountability, and country participation.**

The EIF's governance structure includes:

- A seven-member **Steering Committee (SC)** that provides strategic guidance to the EIF to achieve its programmatic objectives. The SC includes three permanent members: the **Department of Peace Operations (DPO)**, the **Executive Office of the Secretary-General (EOSSG)** and **UN Women**. UN Women, as the host of the EIF Secretariat, and Canada, as a founding member, are the co-chairs. The SC also includes three countries with a two-year rotating membership: a contributor to the EIF, a T/PCC member that is Official Development Assistance (ODA) eligible, and a member of the Canada-led Elsie Initiative Contact Group. In 2021, the Netherlands and Bangladesh concluded their membership, and the United Kingdom and Rwanda joined the SC as the contributor to the EIF and the ODA-eligible T/PCC respectively. Ghana served on the SC as a member of the Contact Group throughout the year.

¹ Since 2019, the EIF has approved 12 projects: Côte d'Ivoire Police, Jordan Public Security Directorate, Liberia Armed Forces, Mexico Armed Forces, Navy and Police, Niger Armed Forces and Police, Senegal Gendarmerie, Senegal Police, Sierra Leone Armed Forces, Sierra Leone Police, Togo Armed Forces, UNIFIL, Senegal Gendarmerie and Police projects were approved in 2020, the remainder in 2021.

[5]

- A ten-member **Technical Committee (TC)** that provides technical guidance to the EIF Secretariat. Recommended by the SC, the TC collectively brings a broad cross-section of academic, subject-matter, geographic, field mission, and military and police operational experience and expertise from a range of organizations across the globe.
- A **Secretariat** hosted by UN Women, which provides technical and administrative support to the SC and conducts due diligence of project proposals and monitoring and evaluation.
- The **Multi-Partner Trust Fund Office (MPTFO)** as the Administrative Agent that receives, administers, and releases funds, but without the right to vote.

The EIF also collaborates with **multiple partners:**

- **DCAF** – in partnership with Cornell University as part of the Elsie Initiative, developed the [MOWIP BA methodology](#) in October 2020 and established the DCAF Help Desk. The EIF maintains close coordination with DCAF to ensure that sufficient support is provided to T/PCC recipients, seeking to conduct, and implement a BA using the MOWIP methodology.
- **Donors** – whose financial contributions and in-kind support enable the EIF's ambitious program. Contributions and commitments as of 31 December 2021 have been made by Australia, Canada, Denmark, Finland, Germany, the Netherlands, Norway, and the United Kingdom. Current commitments and pledges are available on the [MPTFO's EIF factsheet](#).
- **Member States, direct recipients, and implementing organizations.** The work of the EIF Secretariat is also informed and complemented by Member States' inputs, knowledge and experiences, including the knowledge and experience of women peacekeepers. The EIF Secretariat also appreciates efforts that have gone into developing T/PCC and Participating United Nations Organisation (PUNO) submissions, by military and police organizations as well as support from United Nations Development Programme (UNDP) and UN Women Regional and Country Offices.
- The **WPS community** - includes research institutions working to advance the WPS agenda including women's leadership within the security sector, civil society organizations (CSOs) and women's global, regional and national military and police networks, and leadership from organizations such as the Organisation Internationale de la Francophonie, Francopol, the WPS Chiefs of Defence (ChOD) Network, and the International Association of Women Police (IAWP).

[6]

**25 JANUARY
LIBERIA**
Liberia Armed Forces project approved to conduct a national BA. US\$ 120,000.

**11 FEBRUARY
MEXICO**
Combined Mexico Armed Forces, Navy and Police project approved to conduct a national BA. US\$ 318,736.

**16 APRIL
SIERRA LEONE**
Separate Sierra Leone Armed Forces and Police projects approved to conduct a national BA respectively with US\$ 184,677 and US\$ 182,060.

**26 APRIL
NIGER**
Combined Niger Armed Forces and Police project approved to conduct a national BA, create a roster of women for deployment to peace operations and training. US\$ 996,052.

**16 JUNE
JORDAN**
Jordan Public Security Directorate (PSD) project approved to construct a dedicated women's training and accommodation facility. US\$ 1 million.

**16 JULY
TOGO**
Togo Armed Forces project approved to construct accommodations for women, develop gender policies and structures and create a roster of trained women. US\$ 999,998.

**17 DECEMBER
TOGO AND CÔTE D'IVOIRE**
Togo Police and Côte d'Ivoire Police projects to conduct a national BA approved respectively with US\$ 150,665 and US\$ 219,996.

**23 DECEMBER
UNIFIL**
UNIFIL project approved to construct dedicated accommodation for women in the Ghananian military camp. US\$ 357,181.

**28 APRIL
2nd PROGRAMMING ROUND LAUNCHED**
High-level virtual event attended by 350 participants and viewed by over 5,000 people through social media channels.

**18 AND 27 MAY
TECHNICAL BRIEFINGS ON THE EIF**
Two interactive technical briefings conducted in English and French.

**30 JUNE, 1 JULY AND 7-9 JULY
TUTORIAL WEBINARS**
Six tutorial briefings conducted in English and French to support T/PCCs and United Nations organizations to apply to the EIF programming round.

**31 JULY
DEADLINE FOR 2nd PROGRAMMING ROUND CALL FOR PROPOSALS**
22 LOI from 16 T/PCCs and 2 United Nations organizations received.

**16 SEPTEMBER
STEERING COMMITTEE MEETING**
Funding allocation approved for the EIF's 2nd programming round. US\$ 9.14 million.

Highlights

The Eisie Initiative Fund

[7]



UN MINUSCA Photo / Hervé Sereffo

[8]

Part 1: EIF Results

This part provides a summary of the impact, results and outputs as per the [EIF's theory of change](#).

The EIF's primary impact is to accelerate the pace of change towards the increased meaningful participation of uniformed women in United Nations peace operations. Its cross-cutting secondary impact is to contribute to knowledge generation as a means of promoting sustainable progress. The EIF also

contributes to the United Nations Sustainable Development Goals (SDGs) to be achieved by 2030, particularly goal 5 on achieving gender equality and the empowerment of women and girls and goal 16 on promoting just, peaceful and inclusive societies. Additionally, all EIF-financed projects are classified under the United Nations Country Team (UNCT) Gender Equality Marker (GEM), as GEM 3. The GEM tracks planned or actual financial investments in gender equality or projects. The rating GEM 3 denotes project activities which are particularly aimed at narrowing gender inequalities, transforming prejudicial gender norms, or the empowerment of women and girls.²

The EIF results are categorised according to the EIF outcomes. To enable T/PCCs to develop innovative projects to address barriers to the meaningful deployment of uniformed women peacekeepers relevant to their national context, the EIF envisions sustainable progress based on two key elements: a credible and comprehensive assessment of the main

barriers in a particular national or international context, and project activities that seek to address specific identified obstacles. Consequently, the EIF identifies support for both Bas and specific projects as two principal opportunities to engage with EIF recipients. The EIF can also provide a GSU premium to T/PCCs to responsibly incentivise the increased meaningful deployment of uniformed women. The EIF does not prescribe a unique pathway to change but rather provides flexibility in the use of the above-mentioned funding modalities.

Each funded project contributes to one or more of the EIF's four outcomes below. The aggregated results of the projects are presented according to each outcome.

- **Outcome 1:** Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations
- **Outcome 2:** Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations
- **Outcome 3:** Increased pool of uniformed women eligible to deploy as United Nations peacekeepers
- **Outcome 4:** Improved working conditions for uniformed women peacekeepers in United Nations missions

In 2021, the EIF approved ten projects totalling US\$ 4.5 million from seven T/PCCs, and one United Nations peace operation.³ Implementation of projects from the 1st programming round began between March – November for the following seven T/PCCs: Jordan, Liberia, Mexico, Niger, Senegal,

³ The ten projects are from the Côte d'Ivoire Police, Jordan Public Security Directorate, Liberia Armed Forces, Mexico Armed Forces, Navy and Police, Niger Armed Forces and Police, Sierra Leone Armed Forces, Sierra Leone Police, Togo Armed Forces, Togo Police, UNIFIL.

[9]



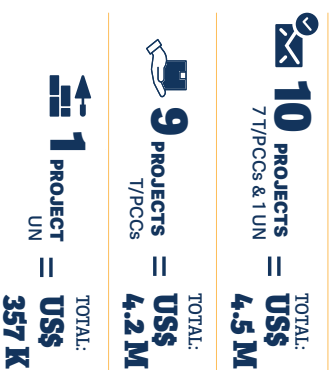
UN Photo / Gema Cortes

Sierra Leone, and Togo. In 2021, T/PCCs were the beneficiaries of nine projects either directly or in partnership with UN Women Country Offices totalling US\$ 4.2 million.⁴ UNIFIL was the beneficiary of one United Nations-led project for US\$ 357,000.⁵

⁴ As per the [EIF Terms of Reference \(TOR\)](#), "T/PCCs may wish to apply to the fund in coordination with United Nations organizations" defined as United Nations agencies, funds and/or programmes" (p. 5).

⁵ As per the [EIF TOR](#), the EIF "can also support projects submitted by United Nations organizations which are designed to implement and test innovations aimed at enhancing the meaningful participation of uniformed women deployed in United Nations peace operations; it is understood that these projects would not otherwise be financed from available budgetary and extra-budgetary resources, and further scaling of these projects would be undertaken within existing United Nations resources. As a guideline, the allocation of funds to UN-led projects should not normally exceed 20% of total available funds" (p. 5). Projects where United Nations organizations have received funds in coordination with a T/PCC are not included in the 20 per cent of United Nations-led projects.

[10]



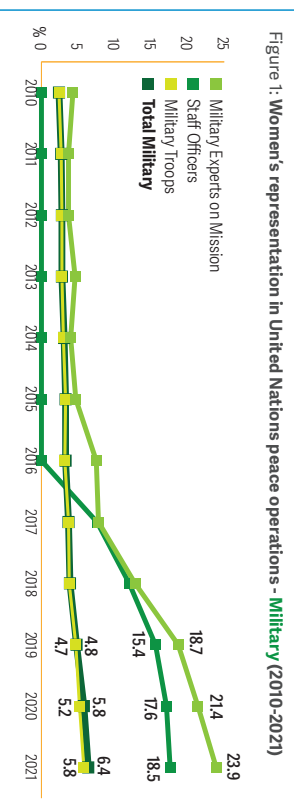
Impact

Primary impact: Accelerating the pace of change towards the increased meaningful participation of uniformed women in United Nations peace operations

The EIF contributed to accelerating the pace of change towards the increased meaningful participation of uniformed women, through the provision of financial and technical support to EIF-funded projects, and through advocacy to Member States and EIF stakeholders (see Annex 1). The overall pace of change as a result of global T/PCC and United Nations efforts is outlined in Box 1.

Box 1: Overall pace of change towards the increased participation of uniformed women in United Nations peace operations

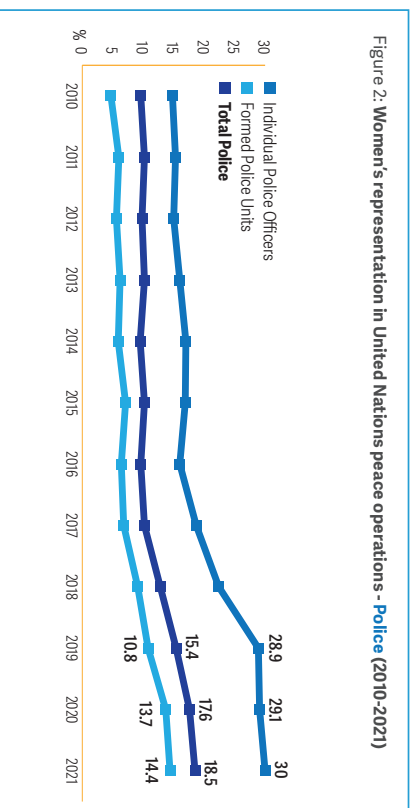
The deployment of uniformed women continued to increase in 2021 in line with a constant upward trend since 2010, as described below. In December 2021, the total deployment of women in both the military and police increased to 7.7 per cent from 6.8 per cent in 2020. Overall, women's participation in the five types of personnel – (1) United Nations military experts on mission (UNMEM), (2) staff officers (SO), (3) troops, (4) individual police officers (IPO) and (5) formed police units (FPU), increased at a similar pace of approximately 1.1 per cent. The percentage of women's deployments increased the highest for UNMEM⁶ and SO by 1.1 percentage points, followed by IPO by 0.9 percentage points, then FPU with 0.7 percentage points and troops by 0.6 percentage points.



⁶ United Nations DPO confirmed the term 'military observer (MO)' used in the UGPS refers to a broader category of military personnel United Nations Military Expert on Mission (UNMEM) as reflected on the United Nations Peacekeeping website (n.d). <https://peacekeeping.un.org/en/gender> (accessed February 2022).

[11]

Figure 2: Women's representation in United Nations peace operations - Police (2010-2021)



Secondary impact: Knowledge gained by the EIF contributes to the global conversation on increasing the representation of uniformed women in United Nations peace operations

The EIF contributed to several policy discussions internationally, regionally and nationally in 2021 (see Annex 2).

The Report of the Secretary-General to the Security Council on WPS ([S/2021/827](#)) referred to the EIF as an important mechanism to "incentivize the deployment of women military and police in peace operations and to promote gender equality in the security sector" (para. 35).

Furthermore, Member States highlighted the EIF as a vital instrument to invest in women in peacekeeping during the 2021 Security Council Open Debate on WPS with separate statements from [Canada](#) and the [United Kingdom](#) and a

joint statement from [MIKITA](#) (Mexico, Indonesia, the Republic of Korea, Turkey and Australia). Similarly, the [United Kingdom](#) raised the significance of investing in the EIF to promote uniformed women's participation in peace operations during the United Nations General Assembly's Special Committee on Peacekeeping Operations (C34) Plenary and General Debate.

The EIF also participated in eight policy and academic discussions organised by Austria, ASEAN (with the participation of Canada, Indonesia and Thailand), Germany, Uruguay, Tanzania, UN Women and the WPS Humanitarian Action (WPS-HA) Compact Working Group, the Security Sector Reform and Governance (SSRG) Experts' Group at the Ateneo de Manila University in the Philippines, and the University of Tartu, Estonia in a conference on gender and security institutions.

[12]



UN Photo

Outcomes and outputs: Aggregated results

Eight projects commenced implementation in 2021. Five projects included a BA, five incorporated flexible funding for project activities and two involved the deployment of GSUs (see Part 3 and Annex 5). Each country implementing a BA is using the DCAF - MOWIP research methodology (Annex 4). As part of the process of funding, the EIF conducted a human rights risk assessment for five security institutions according to the Human Rights Due Diligence Policy on United Nations support to non-United Nations security forces (HRDDP)

^[13] The human rights risk assessment not only ensured that the funding support was consistent with the promotion and protection of human rights but also significantly enriched the project by mitigating risks of human rights violations. In particular gender-related discrimination. As outcome of the discussions, a total of 40 mitigating measures were agreed and integrated across the five projects. To guide this process, the EIF developed an HRDDP Implementation Framework that included the standardization of mitigating measures.

⁷ As per the EIF TOR, an HRDDP risk assessment was conducted for Jordan Public Security Directorate, Niger Armed Forces and Police and the Togo Armed Forces and Police.

[13]

Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations

In 2021, seven T/PCCs had funding approved to conduct a MOWIP BA in eleven security institutions, with six commencing implementation: the **Liberia** Armed Forces, **Mexico** Armed Forces, Navy and Police, the **Sierra Leone** Armed Forces, and the **Togo** Armed Forces.⁸ Progress to date includes the recruitment of research teams ranging from 5 to 23 members depending on the number of security institutions and surveys to be administered. All four countries have completed the preparatory phase with the conduct of over nine training sessions for 45 researchers and enumerators on the MOWIP methodology. Three countries—**Liberia, Mexico, and Sierra Leone**, have started data collection and surveyed a total of 1,737 personnel.

Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations

Senegal, the top-ranking PCC, deployed two GSUs from the gendarmerie. This deployment also marked the first female commander to command a **Senegalese FPU**.

Annex 1 details the deployments of uniformed women by EIF-funded recipients.

Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers

Five security institutions from four countries—the **Niger** Armed Forces and Police, the **Senegal** National Gendarmerie and Police and the **Togo** Armed Forces are establishing a pool totalling at least 740 trained uniformed women eligible for deployment to United Nations peace operations.

Furthermore, these security institutions have committed to increase the recruitment of women through targeted training of at least 3,150 women candidates during recruitment campaigns.

To advance the institutionalisation of gender equality in the security sector, these projects also aim to review existing policies and regulations to identify gaps and barriers to the full integration of women into their services and develop a gender equality policy that provides equal opportunities in the recruitment, retention, assignment, deployment, and career advancement of women.

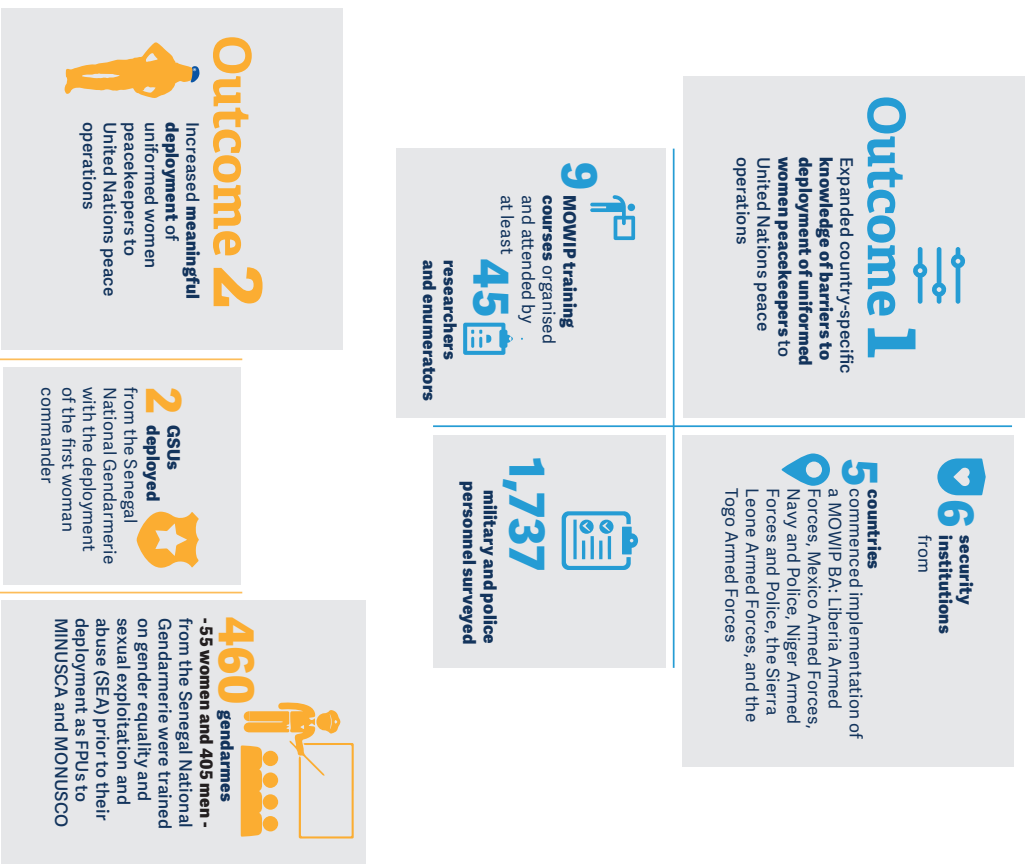
Outcome 4: Improved working conditions for uniformed women peacekeepers in United Nations missions

For the first time, a United Nations-led project was approved by the EIF—for the **United Nations Interim Force in Lebanon (UNIFIL)**. The project will construct gender-sensitive accommodation and improving working conditions for women peacekeepers from the Ghanaian battalion.

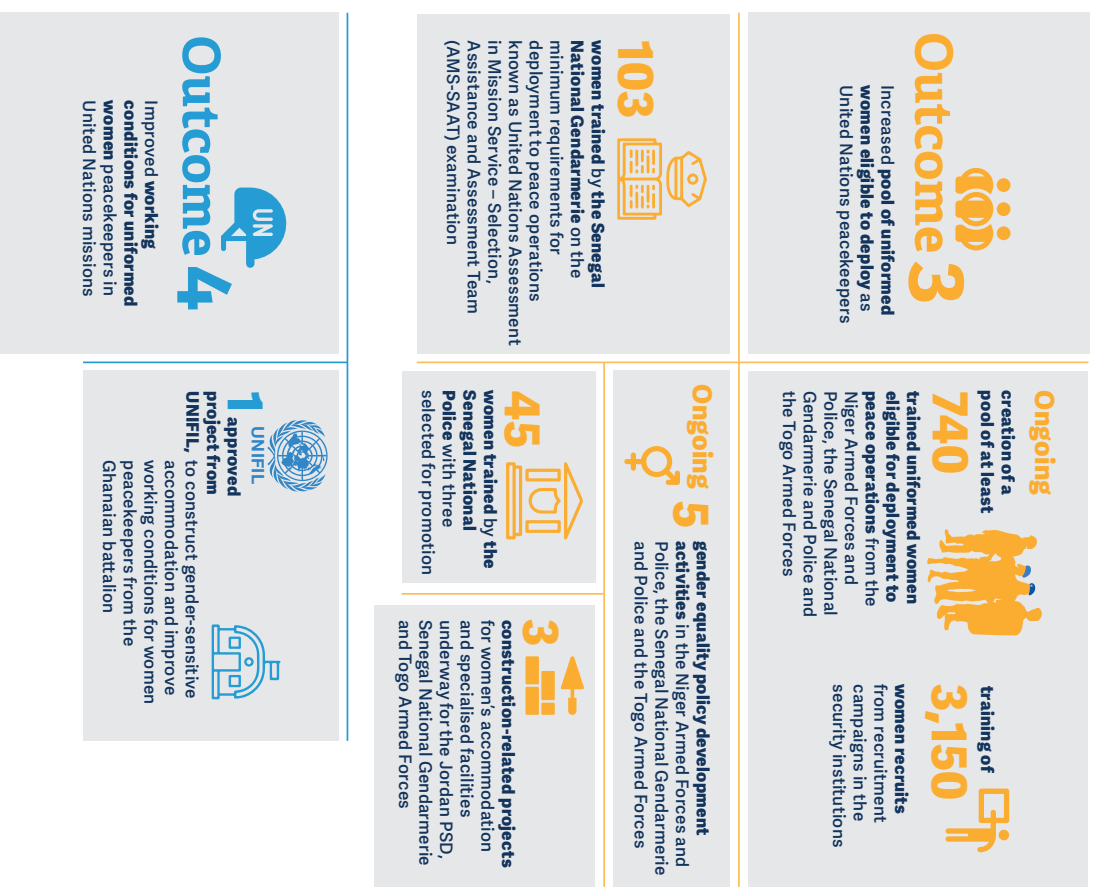
⁸ The following security institutions will conduct a MOWIP BA in 2022: Côte d'Ivoire Police, Niger Armed Forces and Police, Sierra Leone Police and Togo Police.

[14]

The infographics below summarizes EIF outcomes and key 2021 results.



[15]



[16]

Part 2



UN Photo

Part 2: Advocacy Efforts

This part provides an overview of the EIF's advocacy activities.

Second programming round: Impact of communications activities

To generate interest to apply for EIF funding, the EIF organised **nine virtual events** for the launch of its 2nd programming round with a total of **661 attendees**. The high-level launch was attended by the UN Women Executive Director, Phumzile Mlambo-Ngcuka and the Under-Secretary-General for Peace Operations Jean-Pierre Lacroix and attracted over **5,000 people** across the United Nations' social media channels on 28 April 2021. Below is the list of events organised and number of attendees:

- High-level launch of the 2nd programming round (English, French, Spanish and Arabic), 350 participants
- Two technical briefings: English, 87 participants; French, 77 participants
- Six webinars on EIF funding modalities: English, 89 participants; French, 58 participants (in collaboration with the Organisation Internationale de la Francophonie and Francopoli)

To support prospective applicants, the EIF produced various information products in English and French, including application guidelines, video tutorials and frequently asked questions while applying for EIF funding.

Communications activities have been critical to raise global awareness about the EIF's work. By leveraging various communications tools and products, the EIF has increased its relevance and brand awareness among its intended stakeholders, including T/PCCs and United Nations organizations.

The EIF's communications efforts contributed to the high level of interest in the 2nd programming round and the receipt of 20 LOIs from 16 T/PCCs and 2 United Nations organizations across four regions: Africa, Asia, Latin America and the Caribbean (LAC), and Europe. Subsequently, 13 applicants were invited to submit a detailed proposal: four TCCs and four PCCs for a BA; and two TCCs, one PCC and two United Nations missions for flexible project funding.

Positioning the EIF: Media and social media outreach

The EIF strategically engaged with United Nations' media teams to raise its visibility and outreach. In collaboration with UN Women headquarters and the United Nations DPO communications teams and EIF recipients, the EIF issued **six press releases** in 2021. As

[17]

[18]

a result, over **100 news coverage** in Arabic, Chinese, English, French, Hindi, Portuguese and Spanish were published by international and regional media outlets including from All Africa News, Emirates News Agency, Middle East North Africa Financial Network (MENAFN), ReliefWeb, and South Asia Monitor. The United Nations Radio also provided coverage increasing public outreach in francophone countries.

To reach a global audience and enhance its online visibility, the EIF increased its social media efforts by producing digital assets and sharing programme-related updates in a timely manner. Through its Twitter account ([@Eisiefund](#)) the EIF gained **669,000 organic impressions for 198 original tweets published**. Compared to April 2020 when the EIF twitter account was established, **the number of followers grew by 269 per cent**, with the EIF twitter account becoming the main channel to announce programmatic updates, such as new donor contributions and funding recipients. To broaden its reach, the EIF collaborated with social media teams from UN Women and external partners to share and amplify their social media content.

EIF digital mark: The EIF website and access to data and information through the Gender Statistics Dashboard

The EIF re-designed and improved its website ([eisiefund.org](#)) to enhance its digital footprint and facilitate access to data and information, with **traffic increasing by 264.5 percent** this year compared to April 2020 when the EIF website was established.

The website includes practical tools, such as a calculator to calculate the GSU premium and the innovative [EIF Gender Statistics Dashboard](#). Using data from the [United Nations Peace Security Data Hub](#),

the dashboard provides a snapshot of the number and percentage of uniformed women deployed to United Nations peace operations, the number of women required to meet the UGPS targets by T/PCC and United Nations peacekeeping mission, and the number of deployed uniformed men. The dashboard is user friendly as data can be filtered by T/PCC, mission, personnel type, and sorted by number or percentage.

Cumulative EIF Figures 2019-2021



2 programming rounds



US\$ 30M contributions and commitments



61 Letters of Interest (LOI)
• 27 T/PCCs • 8 PUNO



12 approved proposals
• 11 T/PCCs • 1 PUNO



Funding

US\$ 19M initial donor contributions and commitments 2019

US\$ 5.9M new contributions 2020

US\$ 5.1M new contributions and commitments 2021

Total US\$	Target US\$
30M	40M



LOIs received



Proposals invited for submission



Proposals approved



61
• 19 T/PCCs
• 4 PUNO



19 T/PCCs



8
• 3 BAs
• **5 flexible funding**
- 2 combined with BAs
- 2 combined with GSU premium

2nd programming round



20
• 16 T/PCCs
• 2 PUNO



13
• 11 T/PCCs
• 2 PUNO



3
• 2 BAs
• **1 flexible project funding**

Part 3



UN Photo

[23]

Part 3: Summary of Project Profiles

Part 3 provides a snapshot of eleven projects from eight T/PCCs, all of whom are ODA eligible and one United Nations peace operation.

Each summary includes project deliverables, budget and timeframe. Implementation has started in eight of the projects in 2021. The full project profiles, which include a summary of the project's progress on implementation

of activities and results can be found in Annex 5. All BAs are using the MOWIP methodology (see Annex 4), and all T/PCC deployment data is of 31 December 2021.⁹

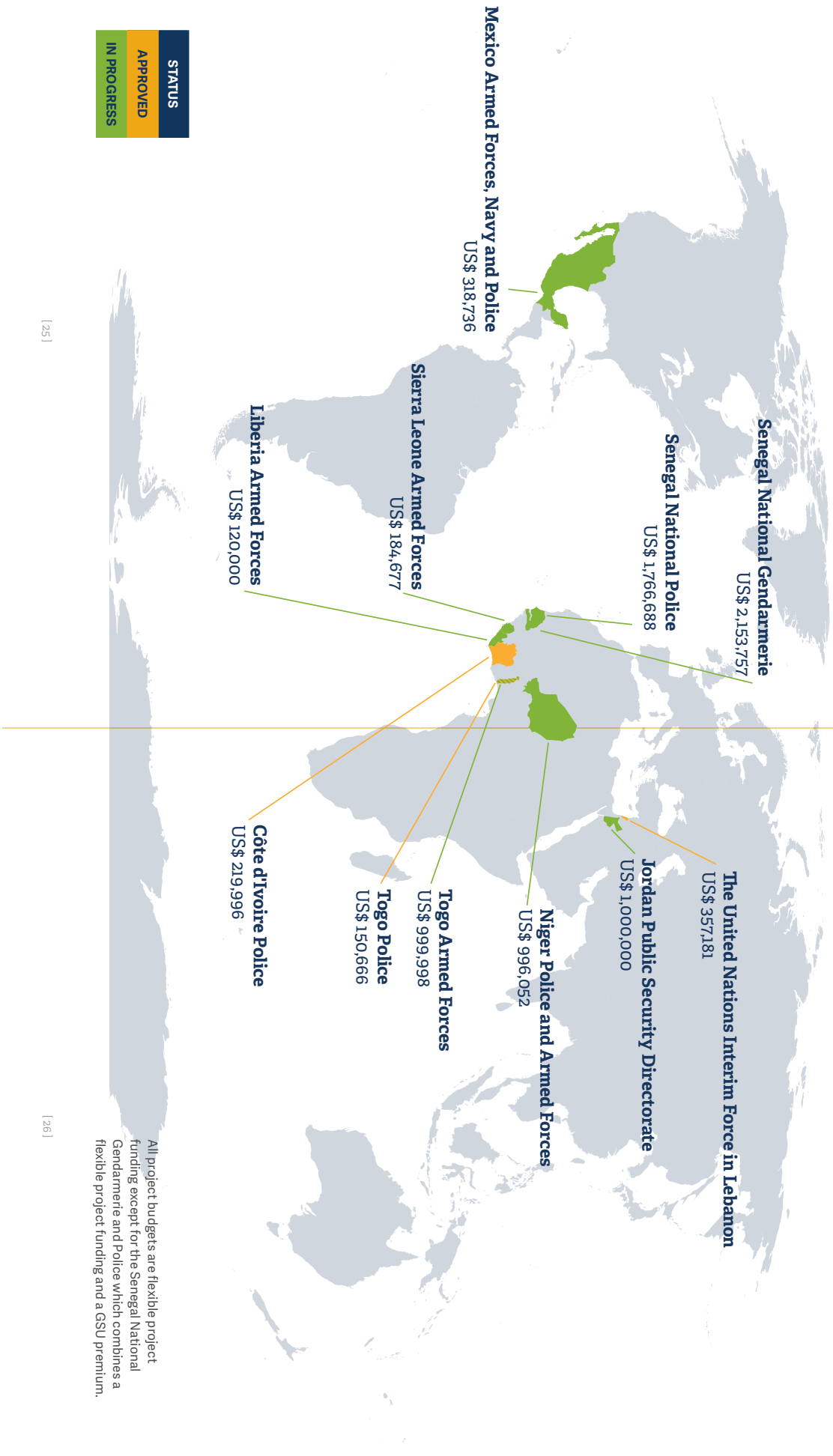


UN Photo

[24]

⁹ T/PCC deployment figures are extracted from the United Nations Peace Security Data Hub at <https://psdata.un.org/database/DPO-UNHISTORICAL> and as of 31 December 2021. Figures for UNFIL are extracted from United Nations Peacekeeping: <https://peacekeeping.un.org/en/footer>.

Project Status Overview: Approved, In progress



All project budgets are flexible project funding except for the Senegal National Gendarmerie and Police which combines a flexible project funding and a GSU premium.

STATUS

APPROVED

IN PROGRESS

STATUS
APPROVED

1. The Republic of Côte d'Ivoire Police

The Republic of Côte d'Ivoire is the 18th highest PCC to United Nations peace operations, deploying 106 IPOs and 2 UNMEMs. Among the IPOs deployed, 32 (30 per cent) are women.

EIF Results Framework	This project will contribute to EIF outcome 1.
Project Deliverable	A MOWIP BA report and recommendations
Total Approved EIF Budget	US\$ 219,996
Fund Recipient	Côte d'Ivoire Police through UN Women Côte d'Ivoire
Implementing Partners	Centre Ivoirien de Recherches Economiques et Sociales (CIRES) Cellule d'Analyse de Politiques Economiques du CIRES (CAPEC)
Project Duration	12 months



UN Photo / Leonora Baumann

[27]

STATUS
IN PROGRESS

2. The Hashemite Kingdom of Jordan - Public Security Directorate

The Hashemite Kingdom of Jordan is the 10th highest PCC to United Nations peace operations, deploying 255 police officers - 24 (9 per cent) are women. Jordan's Public Security Directorate (PSD), which includes the Police, Civil Defence and Gendarmerie Directorates, deploys 76 IPO - 10 (13 per cent) are women, and one FPU which includes 14 (8 per cent) women police officers.

EIF Results Framework	This project will contribute to EIF outcome 3.
Project Deliverables	<ol style="list-style-type: none"> A dedicated accommodation and training facility for women (32 beds plus a surge capacity of an additional 20 beds) will be constructed inside the Royal Police Academy campus. A pool of 100 women police officers eligible and trained for deployment to United Nations peace operations.
Total Approved EIF Budget	US\$ 1,000,000
In-kind contribution	Additional costs of approximately US\$ 706,280 will be contributed by the PSD
Fund Recipient	Jordan PSD
Funds transferred as of 31 December 2021	US\$ 1,000,000
Funds transfer date	18 November 2021
Project Duration	Two years
%	9.7 per cent of annual recruitment intake by 2025 (baseline 6 per cent in 2019).

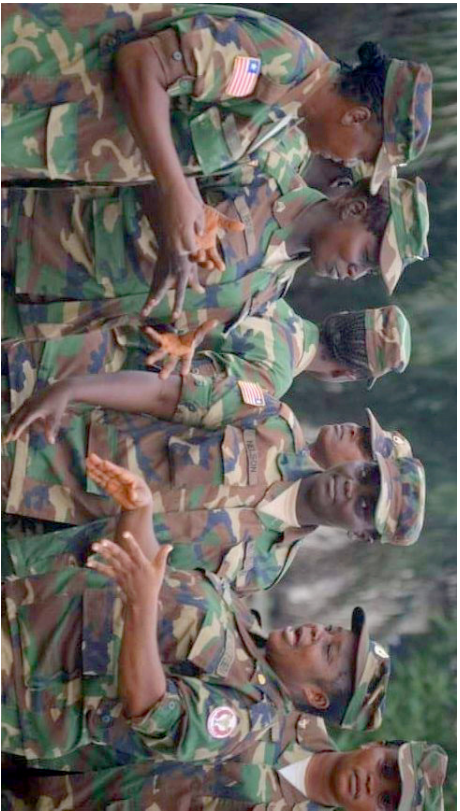
[28]

STATUS
IN PROGRESS

3. The Republic of Liberia Armed Forces

The Republic of Liberia is the 57th highest TOC to United Nations peace operations, deploying 183 military personnel - 17 (10 per cent) are women. The Armed Forces of Liberia (AFL) deploys 148 troops - 12 (10 per cent) are women, 12 SO - one (8 per cent) is a woman, and three UNMEMs - two (67 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1.
	Project Deliverable	A MOWIP BA report and recommendations
	Total Approved EIF Budget	US\$ 120,000
	Fund Recipient	AFL through UN Women Liberia
	Implementing Partners	Kofi Annan Institute for Conflict Transformation (KAICT)
	Funds Transferred as of 31 December 2021	US\$ 120,000
	Funds Transfer Date	3 March 2021
	Project Duration	14 months
KEY RESULTS		300 surveys administered by the MOWIP enumerator team



Armed Forces of Liberia Photo

[29]

STATUS
IN PROGRESS

4. Mexico Armed Forces, Navy and Police

Mexico is the 82nd highest TOC to United Nations peace operations, deploying 17 military personnel - eight (47 per cent) are women. Mexico's Armed Forces deploys one male SO, and 16 UNMEMs - eight (50 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1.
	Project Deliverable	A MOWIP BA report and recommendations for the Ministry of National Defence – Army and Airforce (SEDENA), Ministry of Navy (SEMAR) and the Ministry of Security and Citizen Protection (SSPC)
	Total Approved EIF Budget	US\$ 318,736
	Fund Recipient	SEDENA, SEMAR and SSPC through UN Women Mexico
	Implementing Partners	Latin American Security and Defence Network (RESDAL) and the Universidad de las Americas (UDLAP)
	Funds Transferred as of 31 December 2021	US\$ 318,736
	Funds Transfer Date	4 March 2021
	Project Duration	15 months
KEY RESULTS		<ul style="list-style-type: none"> 1,200 surveys administered by the MOWIP enumerator team 40 interviews conducted with senior leadership, decision makers and program officers Seven fact finding forms finalized

[30]

STATUS
IN PROGRESS


5. The Republic of Niger Armed Forces and Police

The Republic of Niger is the 20th highest T/PCC to United Nations peace operations, deploying 972 personnel – 26 (2.7 per cent) are women. Niger is the 21st highest TCC, deploying 862 troops – five (0.6 per cent) are women, and 13 SO and two UNMEMs, all men. Niger is the 19th highest PCC, deploying 95 IPOs - 21 (22 per cent) are women.

 EIF Results Framework	This project will contribute to EIF outcomes 1, 2 and 3.
 Project Deliverables	<ol style="list-style-type: none"> 1. A combined BA report and recommendations for the Niger Armed Forces and Police. 2. A study on women's interests and motivations for a career in the uniformed services. 3. A gender policy, strategy and action plan for the police and armed forces. 4. Outreach to 10,000 women for a career in the uniformed services and training support to 200 women candidates for recruitment. 5. Training for 100 women police officers on the AMS-SAAT examination, and 40 women soldiers on civil-military cooperation, engineering, signals, and other specialisations. 6. A pool of 40 women soldiers and 100 women police officers eligible and trained to be deployed in United Nations peace operations.
 Total Approved EIF Budget	US\$ 996,052 ¹⁰
 Fund Recipient	Niger Ministries of Defence and Interior through UN Women Niger
 Implementing Partners	National Institute of Statistics (NIS)
 Funds transferred as of 31 December 2021	US\$ 996,052
 Funds Transfer Date	14 July 2021

¹⁰ An amount of US\$ 162,155 will be used to support the deployment of IPOs through capacity building activities including training for women police officers on the AMS-SAAT examination.

[31]

 Project Duration	One year
% Planned increase in the percentage of women recruited in national uniformed services	10 per cent in the armed forces (baseline 4.7 per cent in 2019) and 15 per cent in the police (baseline 5 per cent in 2019) by 2022
KEY RESULTS	280 people attended a launch event of the EIF project, including 90 from the national defence, 60 from the national gendarmerie, 50 from the national police, 70 from the national guard.



UN Photo

[32]

STATUS
IN PROGRESS

6. The Republic of Senegal National Gendarmerie

The Republic of Senegal is the highest PCC to United Nations peace operations, deploying 1,124 police officers - 136 (13 per cent) are women. The Senegal National Police and gendarmerie deploy 1,041 members of FPUs - 136 (13 per cent) are women, and 83 IPGs - 26 (31 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcomes 1, 2 and 3.
		<ol style="list-style-type: none"> 1. A gender policy, awareness-raising workshop for decision-makers and training for staff. 2. Training of (a) 2,400 women for recruitment, (b) 160 women for promotions, (c) 30 women in leadership positions, (d) 186 women in preparation for the United Nations tests, (e) 843 female and male officers for gender training for FPUs prior to deployment. 3. A pool of 140 to 150 women eligible and trained for deployment to United Nations peace operations. 4. The deployment of three GSUs per year from 2021 to 2023. 5. An awareness campaign for the recruitment of women aimed at receiving 1,500 female applications per year. 6. A day-care centre constructed at the national gendarmerie with 70 beds.
	Total Approved EIF Budget	US\$ 2,153,757 ¹¹
	Fund Recipient	Senegal National Gendarmerie
	Implementing Partners	Pan-African Centre for Gender, Peace and Development of Femmes Africa Solidarité (FAS/PAC)
	Funds transferred as of 31 December 2021	US\$ 300,000
	Funds Transfer Date	27 July 2021
	Project Duration	Two years

¹¹ An amount of US\$ 133,414 will be used to support the deployment of IPCs through capacity building activities including training for women police officers on the AMS-SAT examination. The total budget US\$ 2,153,757 includes flexible project funding for US\$ 650,073 and a GSU premium for US\$ 1,503,684.

[33]

%	Planned increase in the percentage of women recruited in the national gendarmerie
	10 per cent in 2023 (baseline 5.4 per cent in 2019)
	KEY RESULTS
	<ul style="list-style-type: none"> • First woman commander of an FPU deployed • Two GSUs deployed with 270 total personnel (16 per cent women) • 460 gendarmes (55 women and 405 men) trained on gender equality and prevention of SEA prior to their deployment in three FPUs • 103 women trained on the AMS-SAT examinations









UN Photo

[34]

STATUS
IN PROGRESS

7. The Republic of Senegal National Police

The Republic of Senegal is the highest POC to United Nations peace operations, deploying 1,124 police officers - 136 (13 per cent) are women. The Senegal National Police and Gendarmerie deploy 1,041 members of FPUs - 136 (13 per cent) are women, and 83 IPOs - 26 (31 per cent) are women.

 EIF Results Framework	<p>This project will contribute to EIF outcomes 1, 2 and 3.</p> <ol style="list-style-type: none"> 1. A gender audit of the police. 2. A gender policy, strategy and action plan and gender units established throughout the institution. 3. Training of (a) 150 women for recruitment; (b) 150 women eligible for promotion in the national police; (c) 300 women to prepare for the Senegalese internal selection process for FPU and United Nations examinations; and (d) 150 women to prepare for United Nations examinations to be deployed as IPOs. 4. A pool of 100 women as FPUs and 50 women as IPOs eligible and trained for deployment in a United Nations peace operation. 5. The deployment of three GSUs per year from 2021 to 2023. 6. Creation of a women police officers' association. 7. A national communication strategy through a film documentary and community awareness activities.
 Total Approved EIF Budget	<p>US\$ 1,766,688¹²</p>
 Fund Recipient	<p>Senegal National Police</p>
 Funds transferred as of 31 December 2021	<p>US\$ 300,000</p>
 Funds Transfer Date	<p>27 July 2021</p>
 Project Duration	<p>Two years</p>

¹² An amount of US\$ 75,134 will be used to support the deployment of IPOs through capacity building activities including training for women police officers on the AMS-SAAT examination. The total budget US\$ 1,766,688 includes flexible project funding for US\$ 687,120 and a GSU premium for US\$ 1,079,568.

[35]

<p>% Planned increase in the percentage of women recruited in the national police</p>	<p>15 per cent by 2023 (baseline 9.1 per cent)</p>
<p>KEY RESULTS</p>	<ul style="list-style-type: none"> • 45 women trained with three selected for promotion • A women's police informal network called "Amicale des Femmes de la Police" was created on Telegram with 256 members



Senegal National Police

[36]

STATUS
IN PROGRESS

8. The Republic of Sierra Leone Armed Forces

The Republic of Sierra Leone is the 68th highest TCC to United Nations peace operations, deploying 38 military personnel - 15 (39 per cent) are women. The Republic of Sierra Leone Armed Forces (RSLAF) deploys 10 UNMEMs – seven (70 per cent) are women, and 28 SO – eight (29 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1.
	Project Deliverable	A MOWIP BA report and recommendations.
	Total Approved EIF Budget	US\$ 184,677
	Fund Recipient	RSLAF through UN Women Sierra Leone
	Implementing Partner	Institute of Public Administration and Management, University of Sierra Leone
	Funds transferred as of 31 December 2021	US\$ 184,677
	Funds Transfer Date	17 May 2021
	Project Duration	Nine months
KEY RESULTS		250 surveys administered by the MOWIP enumerator team








African Union Photo

[37]





STATUS
IN PROGRESS

9. The Republic of Togo Armed Forces

The Republic of Togo is the 17th highest TCC to United Nations peace operations, deploying 935 military personnel - 60 (6.4 per cent) women. The Togo Armed Forces (TAF) deploys 905 troops - 55 (6 per cent) are women, 7 UNMEMs - 3 (43 per cent) are women, and 23 SO - 2 (9 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcomes 1, 2 and 3.
	Project Deliverables	<ol style="list-style-type: none"> 1. A BA report and recommendations and a monitoring and evaluation system for women's participation in peace operations. 2. A gender policy and strategy and a five-year plan for the recruitment and training of women. 3. A gender office within the Ministry of the Armed Forces, gender units within the Army and central directorates and a gender section in each military sector. 4. A recruitment campaign to increase the number of female officers to 10 per cent in the TAF. 5. Preparatory training for 400 women candidates for the TAF entrance exams. 6. A pool of 300 female soldiers eligible and trained for deployment to United Nations peace operations. 7. Annual scholarships to 50 women for training and specialisation in military studies and peace operations. 8. Accommodations for women at the national academy of non-commissioned officers and at the national training centre (56 beds). 9. A mechanism to recognise women and men champions who have distinguished themselves in the promotion of women's rights.
	Total Approved EIF Budget	US\$ 999,998
	Fund Recipient	TAF
	Implementing Partners	United Nations Development Programme (UNDP), Togo, Centre Autonome d'Etudes et de Renforcement des Capacités pour le Développement au Togo (CADERDT)

[38]

	Funds transferred as of 31 December 2021	US\$ 500,000
	Funds Transfer Date	16 September 2021
	Project Duration	Two years
	Planned increase in the percentage of recruited women in TAF	10 per cent by 2023 (baseline 6 per cent in 2020)
KEY RESULTS		<ul style="list-style-type: none"> Six officers from the TAF appointed as members of a Gender Unit at Ministerial level 54 officers (36 women and 18 men) of the TAF designated as gender focal points within 5 military regions



UN Photo / Harandane Dicko

[39]

STATUS
APPROVED

10. The Republic of Togo Police

The Republic of Togo is the 6th highest PCC to United Nations peace operations, deploying 73 IPOs – 23 (31.5 per cent) are women, and 278 members of FPUs – 35 (12.6 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1.
	Project Deliverable	A MOWIP BA report and recommendations
	Total Approved EIF Budget	US\$ 150,666
	Fund Recipient	Togo Ministry of Security and Civil Protection
	Implementing Partners	UNDP Togo, Centre Autonome d'Etudes et de Renforcement des Capacités pour le Développement au Togo (CADERDT) United Nations Institute for Training and Research (UNITAR)
	Project Duration	11 months



UN Photo

[40]

STATUS





APPROVED

11. The United Nations Interim Force in Lebanon

UNIFIL is the 5th largest United Nations peace operation in terms of the number of uniformed personnel, with 9,629 military personnel. In relation to the number of military women deployed, UNIFIL ranks 4th overall, with a total of 645 (6.7 per cent) military women including 23 SO (11 per cent).

This project will support the commitment of the Republic of Ghana, which is the 4th highest TCC in UNIFIL, to increase the deployment of women, through the construction of gender-sensitive accommodation and facilities for the Ghanaian battalion.

Ghana deployed 861 military personnel (15.9 per cent are women) to UNIFIL as of 31 December 2021.

 EIF Results Framework	This project will contribute to Outcome 4.
 Project Deliverable	Construction of gender-sensitive accommodation in UNIFIL for the Ghanaian battalion.
 Total Approved EIF Budget	US\$ 357,181
 Fund Recipient	UNIFIL
 Project Duration	Six months



UN Photo

[41]

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Part 4



UN Photo / Albert Gonzalez Farran

[43]

Part 4: Challenges, effective practices, and the way ahead

This part examines challenges and effective practices from project implementation by fund recipients in 2021. It also outlines key events and the way forward for 2022.

The COVID-19 pandemic continued to challenge implementation by fund recipients across projects, leading to significant delays. While fund recipients resorted to conducting a number of activities online, COVID-19 lockdowns, unreliable networks and staffing challenges caused delays to a number of activities including BA surveys and interviews.

Among the lessons learned and emerging practices across projects are the establishment of dedicated project management units or teams, combined with an SC or Technical Advisory Team that include implementing partners. Project SCs in Mexico, Niger, Senegal and Togo also include high-level representatives from government ministries or security institutions and United Nations entities, to provide strategic direction; their inclusion demonstrating strong commitment to the project. Technical Advisory Teams in Niger, Sierra Leone, and Liberia comprise subject-matter experts from the security sector with technical and coordination support from UN Women country offices. This model supports national ownership of the project.

[44]

UN Photo / Luboš Podhorský



EIF-funded projects also directly support existing national commitments and policy frameworks on WPS and gender equality. All EIF-funded recipients have adopted National Action Plans on the implementation of United Nations Security Council resolution 1325 and have national-level policies on gender equality (see Annex 6). Project activities are designed to support T/PCOs to develop, implement and institutionalise these gender-equality policies within security institutions.

The EIF will organise a donor and stakeholder meeting in June 2022 and plans to launch its third programming round in early 2023. The EIF will also continue to participate in global conversations and advocacy to advance women's meaningful participation in peace operations. It is committed to strengthening its fundraising activities and developing key partnerships with diverse stakeholders, including the private sector. Finally, the EIF will further improve its programmatic activities through the roll-out and implementation of its monitoring and evaluation framework and knowledge management activities.

[45]

Part 5



UN Photo

[45]

Part 5: Consolidated Financial Report

This part presents financial data and analysis of the EIF using the pass-through funding modality as of 31 December 2021. Financial information for this Fund is also available on the MPTF Office GATEWAY at the following address: <https://beta.mptf.undp.org/fund/elf00>.

Introduction

This Consolidated Annual Financial Report of the EIF is prepared by the UNDP MPTFO in fulfillment of its obligations as the Administrative Agent (AA) as per the TOR, the Memorandum of Understanding (MOU) signed between the UNDP MPTFO and the Participating Organizations, the Memorandum of Agreement (MOA) signed between the UNDP MPTF Office and Recipient National Governments, and the Standard Administrative Arrangement (SAA) signed with contributors.

The MPTFO, as AA, is responsible for concluding an MOU with Participating Organizations, an MOA with Recipient National Governments and SAAs with contributors. It receives, administers and manages contributions, and disburses these funds to the Participating Organizations. The AA prepares and submits annual consolidated financial reports, as well as regular financial statements, for transmission to stakeholders.

This consolidated financial report covers the period 1 January to 31 December 2021 and provides financial data on progress made in the implementation of projects of the EIF. It is posted on the MPTF Office GATEWAY (<https://beta.mptf.undp.org/fund/elf00>).

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Sources and uses of funds

As of 31 December 2021, eight contributors deposited US\$ 26,573,032 and US\$ 483,518 was earned in interest.

The cumulative source of funds was US\$ 27,056,549.

Of this amount, US\$ 6,088,235 has been net funded to three Recipient National Governments and one Participating Organization, of which US\$ 1,894,544 has been reported as expenditure. The Administrative Agent fee has been charged at the approved rate of 1% on deposits and amounts to US\$ 265,730. Table 1 provides an overview of the overall sources, uses, and balance of the EIF as of 31 December 2021.

Table 1. Financial Overview, as of 31 December 2021 (In US Dollars)

	ANNUAL 2020	ANNUAL 2021	CUMULATIVE
SOURCES OF FUNDS			
Contributions from donors	6,070,878	5,797,440	26,573,032
SUB-TOTAL CONTRIBUTIONS	6,070,878	5,797,440	26,573,032
Fund Earned Interest and Investment Income	188,988	76,340	483,518
TOTAL SOURCES OF FUNDS	6,259,866	5,873,780	27,056,549
USE OF FUNDS			
Transfers to Participating Organizations	0	3,719,465	3,719,465
NET FUNDED AMOUNT	0	3,719,465	3,719,465
Administrative Agent Fees	60,709	57,974	265,730
Direct Costs	850,397	1,268,065	2,368,771
Bank Charges	497	579	1,365
TOTAL USES OF FUNDS	911,603	5,046,082	6,355,331
CHANGE IN FUND CASH BALANCE WITH ADMINISTRATIVE AGENT	5,348,263	827,698	20,701,218
Opening Fund balance (1 January)	14,525,258	19,873,521	
CLOSING FUND BALANCE (31 DECEMBER)	19,873,521	20,701,218	20,701,218
Net Funded Amount (Includes Direct Cost)	850,397	4,987,529	6,088,235
Participating Organizations Expenditure (Includes Direct Cost)	544,716	1,226,579	1,894,544
BALANCE OF FUNDS WITH PARTICIPATING ORGANIZATIONS	305,681	3,760,951	4,193,692

Partner contributions

Table 2 provides information on cumulative contributors received from all contributors to this fund as of 31 December 2021.

The EIF is currently being financed by eight contributors, as listed in the table below.

The table includes financial commitments made by the contributors through signed Standard Administrative Agreements with an anticipated deposit date as per the schedule of payments by 31 December 2021 and deposits received by the same date. It does not include commitments that were made to the fund beyond 2021.

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Table 2. Contributions, as of 31 December 2021 (In US Dollars)

CONTRIBUTORS	TOTAL COMMITMENTS	PRIOR YEARS AS OF 31-DEC-2020 DEPOSITS	CURRENT YEAR JAN-DEC-2021 DEPOSITS	TOTAL DEPOSITS
Government of Australia	2,300,000	1,000,000	1,300,000	2,300,000
Government of Canada	13,018,331	13,018,331	0	13,018,331
Government of Denmark	300,000	0	300,000	300,000
Government of Finland	675,453	439,301	236,151	675,453
Government of Germany	2,000,000	2,000,000	0	2,000,000
Government of Netherlands	3,460,508	0	1,755,963	1,755,963
Government of Norway	507,517	0	507,517	507,517
Government of United Kingdom	6,015,768	4,317,959	1,697,809	6,015,768
Grand Total	28,277,577	20,775,591	5,797,440	26,573,032

Interest earned

Interest income is earned in two ways: 1) on the balance of funds held by the Administrative Agent (Fund earned interest), and 2) on the balance of funds held by the Participating Organizations (Agency earned interest) where their Financial Regulations and Rules allow return of interest to the AA.

As of 31 December 2021, Fund earned interest amounts to US\$ 483,518. No interest has been received from Participating Organizations amounts. The cumulative interest received is US\$ 483,518. Details are provided in the table below.

Table 3. Sources of Interest and Investment Income, as of 31 December 2021 (In US Dollars)

INTEREST EARNED	PRIOR YEARS AS OF 31-DEC-2020	CURRENT YEAR JAN-DEC-2021	TOTAL
ADMINISTRATIVE AGENT			
Fund Earned Interest and Investment Income	407,178	76,340	483,518
Total: Fund Earned Interest	407,178	76,340	483,518
PARTICIPATING ORGANIZATION			
Total: Agency Earned Interest			
Grand Total	407,178	76,340	483,518

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Transfer of funds

Allocations to Participating Organizations are approved by the SC and disbursed by the Administrative Agent. As of 31 December 2021, the A.A has transferred US\$ 3,719,465 to five Participating Organizations (see list below).

Table 4 provides additional information on the refunds received by the MPTF Office, and the net funded amount for each of the Participating Organizations.

Table 4. Transfer, Refund, and Net Funded Amount by Participating Organization (in US Dollars)

RECIPIENT NATIONAL GOVERNMENT/PARTICIPATING ORGANIZATION	CURRENT YEAR JAN-DEC-2021			Total		
	TRANSFERS	REFUNDS	NET FUNDED	TRANSFERS	REFUNDS	NET FUNDED
Government of Senegal (Police)	300,000	0	300,000	300,000	0	300,000
Government of Senegal (Gendarmerie)	300,000	0	300,000			
Government of Togo	500,000	0	500,000	500,000	0	500,000
Government of Jordan	1,000,000	0	1,000,000	1,000,000	0	1,000,000
UN WOMEN	1,619,465	0	1,619,465	1,619,465	0	1,619,465
Grand Total	3,719,465	0	3,719,465	3,719,465	0	3,719,465



UN Photo

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Expenditure and financial delivery rates

All final expenditures reported are submitted as certified financial information by the Headquarters of the Participating Organizations. These were consolidated by the MPTF Office.

Joint programme/ project expenditures are incurred and monitored by each Participating Organization, and are reported to the Administrative Agent as per the agreed upon categories for inter-agency harmonized reporting. The expenditures are reported via the MPTF Office's online expenditure reporting tool. The 2021 expenditure data has been posted on the MPTF Office GATEWAY at <https://betamptfundp.org/fundleft00>.

Expenditure reported by Participating Organization

In 2021, US\$ 3,719,465 was net funded to Participating Organizations, and US\$ 467,407 was reported in expenditure.

As shown in table below, the cumulative net funded amount is US\$ 3,719,465 and cumulative expenditures reported by the Participating Organizations amount to US\$ 467,407. This equates to an overall Fund expenditure delivery rate of 12.57 percent.

Table 5.1. Net Funded Amount and Reported Expenditures by Participating Organization, as of 31 December 2021 (in US Dollars)

RECIPIENT NATIONAL GOVERNMENT/PARTICIPATING ORGANIZATION	APPROVED AMOUNT	NET FUNDED AMOUNT	EXPENDITURE		DELIVERY RATE %
			CURRENT YEAR JAN-DEC-2021	CUMULATIVE	
Government of Jordan	1,000,000	1,000,000	5	5	0
Government of Senegal (Gendarmerie)	2,153,757	300,000	38,133	38,133	12.71
Government of Senegal (Police)	1,766,688	300,000	49,376	49,376	16.46
Government of Togo	999,998	500,000	6,084	6,084	1.22
UN WOMEN	1,619,465	1,619,465	373,808	373,808	23.08
Grand Total	7,539,908	3,719,465	467,407	467,407	12.57

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Expenditures Reported by Category

Project expenditures are incurred and monitored by each Participating Organization and are reported as per the agreed categories for inter-agency harmonized reporting. In 2006 the UN Development Group (UNSDG) established six categories against which UN entities must report inter-agency project expenditures. Effective 1 January 2012, the UN Chief Executive Board (CEB) modified these categories as a result of International Public Sector Accounting Standards (IPSAS) adoption to comprise eight categories. See table below.

Table 5.2. Expenditure by UNSDG Budget Category, as of 31 December 2021 (in US Dollars)

CATEGORY	EXPENDITURE			PERCENTAGE OF TOTAL PROGRAMME COST
	PRIOR YEARS AS OF 31-DEC-2020	CURRENT YEAR JAN-DEC-2021	CUMULATIVE	
Staff & Personnel Cost	-	55,692	55,692	15.41
Supplies, commodities and materials	-	41,727	41,727	11.54
Equipment, vehicles, furniture and depreciation	-	6,946	6,946	1.92
Contractual Services Expenses	-	121,125	121,125	33.51
Travel	-	88,449	88,449	24.47
General Operating	-	47,521	47,521	13.15
Programme Costs Total	0	361,461	361,461	100.00
¹ Indirect Support Costs Total	0	105,946	105,946	29.31
Grand Total	0	467,407	467,407	

¹ Indirect Support Costs charged by Participating Organization, based on their financial regulations, can be deducted upfront or at a later stage during implementation. The percentage may therefore appear to exceed the 7% agreed-upon for on-going projects. Once projects are financially closed, this number is not to exceed 7%.

Cost recovery

Cost recovery policies for the Fund are guided by the applicable provisions of the EIE TOR, the MOU concluded between the Administrative Agent and Participating Organizations, and the SAs concluded between the Administrative Agent and Contributors, based on rates approved by UNDG.

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The policies in place, as of 31 December 2021, were as follows:

- The Administrative Agent (AA) fee: 1% is charged at the time of contributor deposit and covers services provided on that contribution for the entire duration of the Fund. In the reporting period US\$ 57,974 was deducted in AA-fees. Cumulatively, as of 31 December 2021, US\$ 265,730 has been charged in AA-fees.
- Indirect Costs of PUNOs: Participating United Nations Organizations may charge up to 7% indirect costs. In the current reporting period US\$ 105,946 was deducted in indirect costs by Participating Organizations. Cumulatively, indirect costs amount to US\$ 105,946 as of 31 December 2021.

for providing transparent and accountable trust fund administration services.

Accountability and transparency

In order to effectively provide fund administration services and facilitate monitoring and reporting to the United Nations system and its partners, the MPTF Office has developed a public website, the MPTF Office Gateway (<https://mptf.undb.org>). Refreshed in real time every two hours from an internal enterprise resource planning system, the MPTF Office Gateway has become a standard setter

The Gateway provides financial information including: contributor commitments and deposits; approved programme budgets, transfers to and expenditures reported by Participating Organizations; interest income and other expenses. In addition, the Gateway provides an overview of the MPTF Office portfolio and extensive information on Individual Funds, including their purpose, governance structure and key documents. By providing easy access to the growing number of narrative and financial reports, as well as related project documents, the Gateway collects and preserves important institutional knowledge and facilitates knowledge sharing and management among United Nations Organizations and their development partners, thereby contributing to United Nations coherence and development effectiveness.

Direct costs

The Fund governance mechanism may approve an allocation to a Participating Organization to cover costs associated with Fund coordination covering overall coordination, and fund level reviews and evaluations. These allocations are referred to as 'direct costs'. In the reporting period, direct costs charged to the fund amounted to US\$ 1,268,065. Cumulatively, as of 31 December 2021, US\$ 2,368,771 has been charged as Direct Costs.

Table 6: Direct costs

PARTICIPATING ORGANIZATION	CURRENT YEAR NET FUNDED AMOUNT	CURRENT YEAR EXPENDITURE	TOTAL NET FUNDED AMOUNT	TOTAL EXPENDITURE
UNWOMEN	1,268,065	759,171	2,368,771	1,427,137
Grand Total	1,268,065	759,171	2,368,771	1,427,137

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Table 7: Expenditure by Project within EIF Outcome

The table below displays the net funded amounts, expenditures reported and the financial delivery rates by EIF outcome, by project/ joint programme and Participating Organization.

CLUSTER /PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EX-PENDITURE	DELIVERY RATE %
BARRIER ASSESSMENT							
126177	Liberia Armed Forces	UNWOMEN	On Going	120,000	120,000	64,670	53.89
126207	Mexico Armed Forces, Navy and Police	UNWOMEN	On Going	318,736	318,736	147,112	46.15
127038	Sierra Leone Armed Forces and Police	UNWOMEN	On Going	184,677	184,677	49,250	26.67
Barriers Assessment: Total				623,412	623,412	261,032	41.87
ELIGIBLE POOL							
127856	Niger Armed Forces and Police	UNWOMEN	On Going	996,052	996,052	112,776	11.32
128648	Togo Armed Forces	Government of Togo	On Going	999,998	500,000	6,084	1.22
129307	Jordan PSD (Police)	Government of Jordan	On Going	1,000,000	1,000,000	5	0
Eligible Pool Uniformed Women: Total				2,996,050	2,496,052	118,865	4.76
MEANINGFUL DEPLOYMENT OF UNIFORMED WOMEN							
127850	Senegal Police	Government of Senegal	On Going	1,766,688	300,000	49,376	16.46
127852	Senegal Gendarmerie	Government of Senegal	On Going	2,153,757	300,000	38,133	12.71
Meaningful Deployment of Uniformed Women: Total				3,920,445	600,000	87,510	14.58
GRAND TOTAL				7,539,908	3,719,465	467,407	12.57

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Table 8: Expenditure by project grouped by country

The table below displays the net funded amounts, expenditures reported and the financial delivery rates by country by project/ joint programme and Participating Organization.

CLUSTER /PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPENDITURE	DELIVERY RATE %
JORDAN						
129307	Jordan PSD (Police)	Government of Jordan	1,000,000	1,000,000	5	0
Jordan: Total			1,000,000	1,000,000	5	0
LIBERIA						
126177	Liberia Armed Forces	UNWOMEN	120,000	120,000	64,670	53.89
Liberia: Total			120,000	120,000	64,670	53.89
Mexico						
126207	Mexico Armed Forces, Navy and Police	UNWOMEN	318,736	318,736	147,112	46.15
Mexico: Total			318,736	318,736	147,112	46.15
NIGER (THE)						
127856	Niger Armed Forces and Police	UNWOMEN	996,052	996,052	112,776	11.32
Niger (the): Total			996,052	996,052	112,776	11.32
SENEGAL						
127850	Senegal Police	Government of Senegal	1,766,688	300,000	49,376	16.46
127852	Senegal Gendarmerie	Government of Senegal	2,153,757	300,000	38,133	12.71
Senegal: Total			3,920,445	600,000	87,510	14.58
SIERRA LEONE						
127038	Sierra Leone Armed Forces	UNWOMEN	184,677	184,677	49,250	26.67
Sierra Leone: Total			184,677	184,677	49,250	26.67
TOGO						
128648	Togo Armed Forces	Government of Togo	999,998	500,000	6,084	1.22
Togo: Total			999,998	500,000	6,084	1.22
GRAND TOTAL			7,539,908	3,719,465	467,407	12.57

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Annexes



Niger Police Photo

Annex 1: Deployments of uniformed women by EIF-funded recipients 2020-2021

T/PCC	WOMEN DEPLOYED IN 2020	WOMEN DEPLOYED IN 2021	WOMEN % 2020	WOMEN % 2021
JORDAN	29	30	5.6%	5.0%
UNMEM	2	4	18.2%	57.1%
FPU	0	14	0.0%	7.8%
IPO	25	10	16.8%	13.2%
SO	2	2	6.7%	6.3%
LIBERIA	20	20	11.9%	11.6%
UNMEM	4	2	80.0%	66.7%
IPO	0	3	0.0%	33.3%
SO	2	1	15.4%	8.3%
Troops	14	14	9.3%	9.5%
MEXICO	7	8	43.8%	47.1%
UNMEM	6	8	54.5%	66.7%
SO	1	0	20.0%	0.0%
NIGER	52	26	5.3%	2.7%
IPO	40	21	37.0%	22.1%

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T/PCC	WOMEN DEPLOYED IN 2020	WOMEN DEPLOYED IN 2021	WOMEN % 2020	WOMEN % 2021
Troops	12	5	1.4%	0.6%
SENEGAL	187	201	8.4%	9.5%
UNMEM	0	1	0.0%	33.3%
FPU	128	136	11.3%	13.1%
IPO	17	26	23.9%	31.3%
SO	3	2	9.7%	6.3%
Troops	39	36	3.9%	3.8%
SIERRA LEONE	52	45	49.5%	64.3%
UNMEM	8	7	66.7%	70.0%
IPO	37	30	61.7%	93.8%
SO	7	8	21.2%	28.6%
TOGO	141	118	9.6%	9.2%
UNMEM	1	3	14.3%	42.9%
FPU	56	35	12.8%	12.6%
IPO	33	23	41.3%	31.5%
SO	3	2	13.6%	8.7%
Troops	48	55	5.2%	6.1%

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Annex 2:

EIF contributions to policy dialogues

I. United Nations reports

S/2021/827 [Report of the Secretary-General to the Security Council on WPS](#) (27 September 2021)

“Member States and the United Nations have also taken significant steps to increase the number of women in peace operations. The Eisie Initiative Fund, established by Canada and the United Nations with strong donor support, provides financial and technical support to troop and police contributing countries and United Nations projects designed to incentivise the deployment of women military and police in peace operations and to promote gender equality in the security sector.”

II. United Nations Security Council Open Debate on WPS

Canada’s National Statement at the [United Nations Security Council Open Debate on WPS](#) (21 October 2021)

“We thank Australia, Finland, Germany, the Netherlands, Norway, and the United Kingdom for their financial contributions, and for the leadership shown by Jordan, Liberia, Mexico, Niger, Senegal, Sierra Leone, and Togo as the first Member States to implement activities through the Eisie Fund.”

UK: [Women’s participation is fundamental to sustainable peace: Lord Ahmad’s statement](#) (21 October 2021)

“I am delighted that the United Kingdom has and continues to support the Eisie Initiative since its launch and has provided over £4.7 million since 2019 to encourage more women into peacekeeping, peacebuilding roles.”

[MIKTA \(Indonesia, Mexico, Turkey, the Republic of Korea, and Australia\) Joint Statement](#) (21 October 2021)

“In this regard, “investing in women in peacekeeping and peacebuilding”, the theme of this year’s Debate, is timely. MIKTA strongly supports the meaningful engagement and leadership of women of all backgrounds in all aspects of peace processes. This includes, for example, investments in the Eisie Initiative Fund, deployment of women to United Nations peace operations, efforts to increase women’s representation in the security sector, support to grassroots networks of women peacemakers, and support for the Secretary-General’s Uniformed Gender Parity Strategy, as clearly reflected in Resolution 2538 (2020).”

III. UN General Assembly’s Special Committee on Peacekeeping Operations (C34) Plenary and General Debate

UK Opening Statement: [Statement by Ambassador Barbara Woodward](#) (15 February 2021)

“The UK remains committed to advancing the WPS agenda, and we firmly support the full, equal and meaningful participation of women in peacekeeping and peacebuilding. This is not only the right thing to do, but is also critical to operational effectiveness. To date, the UK has contributed \$4.3million to the Eisie Initiative Fund to promote uniformed women’s participation.”

IV. United Nations Peacekeeping Ministerial Summit hosted by the Republic of Korea (7-8 December 2021)

Three Member States pledged contributions to the EIF – Australia, Denmark and the Republic of Korea.

V. Member States’ events/ policy discussions

1. ASEAN Regional Forum organised by the Governments of Canada, Indonesia and Thailand (2 March 2021)
2. High Level Dialogue on the Role of Tanzanian Women in Peace and Security, organised by the Government of Tanzania (6 March 2021)

3. Promoting the Measuring Opportunities for Women in Peace Operations BA Methodology (MOWIP) in the Americas, webinar organised by the Governments of Canada and Uruguay (29 June 2021)

4. Generation Equality: WPS&HA Compact Working Group Meeting with Member States and civil society, organised by UN Women (25 February 2021)

5. UNSCR 1325 – 20 years down the Road. Bruno Kreisky Forum for International Dialogue and the Directorate for Security Policy, Austrian Federal Ministry of Defense (27-28 September 2021)

6. Secretary of State of Germany presents results of barrier study in New York (12 November 2021)

VI. Civil society and academia discussions

1. Under-Secretary-General of Peace Operations Jean-Pierre Lacroix, Opening Remarks, “Effectiveness of United Nations Peacekeeping: Gender Matters”, organized by Georgetown Institute for WPS (26 May 2021)
2. 16th ERGOMAS Biennial Conference “Dynamic armed forces in changing societies: Challenges for research in and on the military”, organized by the University of Faru, Estonia (19-23 July 2021)
3. Ateneo de Manila University, Philippines – Security Sector Reform and Governance (SSRG) Experts’ Group (22 November 2021)

Annex 3: EIF Results Framework and Funded Projects as of 31 December 2021

ULTIMATE IMPACT	Support by the EIF contributes to accelerating the pace of change towards the increased meaningful participation of uniformed women in United Nations peace operations
SECONDARY IMPACT	Knowledge gained by the EIF contributes to the global conversation on increasing the representation of uniformed women in United Nations peace operations

OUTCOMES	1	2	3	4
Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations				
Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations				
Increased pool of uniformed women eligible to deploy as United Nations peacekeepers				
Improved working conditions for uniformed women peacekeepers in United Nations peace operations				

CROSS-CUTTING OUTPUT Collection of policy-relevant knowledge about increasing meaningful participation of uniformed women in United Nations peace operations developed

[60]

2021 PROGRESS : PROJECT IMPLEMENTATION			
FUNDED PROJECTS	Planned Outputs	OUTCOME 1	2021 Progress
Liberia - Armed Forces	MOWIP BA commissioned		300 surveys administered
Mexico - Armed Forces; Navy; Police	3 MOWIP BAs commissioned		1,200 surveys administered and 40 interviews conducted
Niger – Armed Forces; Police	MOWIP BA commissioned Gender policy adopted		Preparation for BA in progress To start in 2022
Senegal - Gendarmerie	Gender policy adopted		Ongoing
	Gender policy, strategy and action plan adopted		Ongoing
Senegal - Police	Gender units operationalised		Ongoing
	Internal regulations and procedures revised according to the gender policy		To start in 2022
Sierra Leone - Armed Forces	MOWIP BA commissioned		233 surveys administered
	MOWIP BA commissioned		Preparation for BA in progress
	Gender policy adopted		To start in 2022
Togo - Armed Forces	Gender units and focal points operationalised		Gender units and focal points nominated
	Internal regulations and procedures revised		To start in 2022

FUNDED PROJECTS	Planned Outputs	OUTCOME 2	2021 Progress
Senegal - Gendarmerie	Three GSUs deployed per year for three years Capacity building training on gender, sexual harassment, and SEA for FPUs delivered		Two GSUs deployed (GSU premium pending) Gender training for three FPUs delivered (55 women and 405 men participants)
Senegal - Police	Three GSUs deployed per year for three years		To start in 2022

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FUNDED PROJECTS	OUTCOMES 3	
	Planned Outputs	2021 Progress
Jordan – PSD	Gender Capacity Building Centre (accommodation and training facility) built to increase training capacity to 240 uniformed women/year and train up to 100 women to deploy to peace operations in an FPU capacity/year	Ongoing
	Training on United Nations examinations delivered to prepare 100 uniformed women	Launch event of the project held
	Pool of women in uniform eligible for deployment created (100 female IPOs; 40 women troops)	Ongoing
Niger – Armed Forces, Police	Recruitment campaigns targeted at women launched (10,000 women sensitised)	To start in 2022
	Training on examinations to enter the police and armed forces held (200 candidates)	To start in 2022
	Training to prepare for United Nations examinations delivered to 186 women	Training to prepare for United Nations examinations delivered to 103 women participants
	Pool of 150 women eligible and trained for deployment to peace operations created	Ongoing
Senegal - Gendarmerie	Recruitment campaigns for women launched with 2,400 women sensitised and 1,500 applications from women candidates received	To start in 2022
	160 women trained during the promotion campaign	To start in 2022
	30 women trained at command level	To start in 2022
	Day-care for 70 children built	Ongoing
	Quota system of 30 per cent women during recruitment campaigns adopted	Ongoing
	Training to prepare women for police entry exams delivered (target: 50 women trained/year; 150 for three years)	Ongoing
	Pool of 150 women eligible for deployment to peace operations created	To start in 2022
Senegal - Police	Training for 150 women held for IPOs and 300 women to prepare for internal selection to deploy as FPU	To start in 2022
	Training for 150 women for the national competitive tests for police promotions conducted	45 women trained with 3 selected for promotion
	Women police association created	Informal network of women police officers created via an online platform

[62]

FUNDED PROJECTS	OUTCOMES 3	
	Planned Outputs	2021 Progress
Togo - Armed Forces	Gender office, units and sections are established at the ministry level and at central directorates and sectors of the military	Six military officers appointed as members of a Gender Unit at Ministerial level
	Recruitment campaigns for women and a quota system of 15 per cent for women during recruitment established.	54 military officers (36 women, 18 men) designated as gender focal points within 5 military regions
	Training for 400 women for recruitment entry exams conducted	To start in 2022
	Yearly scholarships to 50 uniformed women awarded to specialise in areas relevant to United Nations peacekeeping	To start in 2022
	Training for 300 women for deployment to peace operations conducted	To start in 2022
	A roster for 300 trained women for deployment to peace operations established	To start in 2022
	Accommodation buildings for women built (2 buildings; 56 beds)	Ongoing

[63]

Annex 4: DCAF – The Geneva Centre for Security Sector Governance - Measuring Opportunities for Women in Peace Operations research methodology

The **MOWIP methodology**—developed in partnership with Cornell University Gender and Security Sector Lab (GSSL) based in the United States, aims to evaluate the meaningful participation of women in United Nations peace operations from the perspective of T/POCs. Throughout the pre-deployment, deployment and post-deployment cycle, it analyses five key factors of meaningful participation known as needs, access, participation, resources and impact (**NAPRI**), as described in the MOWIP methodology, women’s meaningful participation occurs when:

- “women’s pre-deployment, deployment, and post-deployment needs are met
- women have **access** to the rights, benefits and resources allocated for the pre-deployment process, deployment opportunities, and post-deployment transition
- women **participate** equitably in decision-making, planning, implementation and evaluation of all peace operations-related activities
- **resources** at the national and organisational level are allocated to create equitable work environments; and
- women have a measurable **impact** on how peace operations are conducted and when the impact of deployment on the lives of uniformed women is positive.”

The MOWIP methodology analyses the following ten issue areas and the degree to which they present barriers or opportunities to women’s meaningful participation:

1. Eligible pool
2. Deployment criteria
3. Deployment selection
4. Household constraints
5. Peace operations infrastructure
6. Peace operations experiences
7. Career value
8. Top-down leadership
9. Gender roles
10. Social exclusion

The MOWIP methodology utilises three data collection methods:

1. **A fact-finding form (FFF)** is used to gather basic institutional, country-specific facts about each issue area and the general policies, practices, and programmes in place through completing 200 qualitative and quantitative questions on the ten issue areas. It gathers basic information from legal documents, legislation, white papers, reports, statistics, national and institutional policies, strategies, actions plans, academic research, media reports and other credible

and reliable online resources. It can also be completed through informal interviews.

2. **Interviews** with at least 30 key decision-maker and subject matter experts aimed to complete and compliment the data in the FFF with information on institutional perceptions, experiences, and practices. Key-decision makers include senior officers in the security institution or ministerial staff involved in decision-making and management of deployments to United Nations peace operations.

3. **An anonymous and individual survey**, which includes 300 standardised questions administered to a minimum number of 380 officers from the security institution (190 women and 190 men with a balance of those who have deployed and not deployed to a United Nations peace operation). It is aimed to collect information on individual perceptions and experiences on the ten issue areas. The survey questions are adapted, translated, and localised in accordance with institutional structures and social norms. A team of enumerators responsible for administering the survey is trained and the survey is piloted prior to its roll out. Surveys are conducted one-on-one in a private setting and enumerators record responses using a secure online platform.

The data collected using these three data collection tools is then processed and analysed, focusing on differences between women and men’s experiences and perceptions, between the experiences and perceptions of decision-makers and overall personnel, and between institutional policies and the experiences and perceptions of personnel.

The data analysed is used to complete the indicator form and generate four scores (the implementation gap score, the barrier score, the institutional barrier to women score, and the women’s gap in experience score) as well

as an overall ranking of the relative importance of each issue area for improving women’s meaningful participation in the institution and in peace operations. The analysis also aims to ascertain whether the identified barriers are unique to women or shared by men.

The results of the MOWIP assessment are returned, completed and validated with the security institution, and recommendations for follow up actions are developed on the basis of the validated results. The recommendations are intended to be actionable, tailored to the needs, priorities and institutional appetite and capacity of the security institution. They inform effective and evidence-based interventions aiming to overcome the identified barriers, to increase the meaningful participation of women in peace operations and to improve the overall integration of a gender perspective into the work of the institution.

[64]

[65]

Annex 5: Project profiles¹

STATUS
APPROVED

1. The Republic of Côte d'Ivoire Police


The Republic of Côte d'Ivoire is the 18th highest POC to United Nations peace operations, deploying 106 IPOs and 2 UNMEMs. Among the IPOs deployed, 32 (30 per cent) are women.

EIF Results Framework	This project will contribute to the following outcome: Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations
Project Deliverable	A MOWIP BA report and recommendations
Total Approved EIF Budget	US\$ 219,996
Fund Recipient	Côte d'Ivoire Police through UN Women Côte d'Ivoire
Implementing Partners	Centre Ivoirien de Recherches Economiques et Sociales (CIRES) Cellule d'Analyse de Politiques Economiques du CIRES (CAPEC)
Project Duration	12 months

This project was approved in December 2021 and will commence implementation in 2022.

¹ POC deployment figures are extracted from the United Nations Peace Security Data Hub at <https://psdata.un.org/dataset/DPO-UNHISTORICAL> as of 31 December 2021. Figures for UNFIL are extracted from United Nations Peacekeeping, Gender Data. <http://peacekeeping.un.org/en/gender>.

Mr. Gal Vagondo Diomandé,
Minister of Interior and Security

 The completion of this study is a priority for our security sector reforms. In accordance with our country's international commitments, we have undertaken measures to correct the low participation of women in the security sector so that it is no longer a domain exclusive to males. Thus, the study is a great opportunity for us to have factual data in order to realize our commitment in integrating gender equality within our security sector and in our deployment to United Nations peace operations. "

2. The Hashemite Kingdom of Jordan Public Security Directorate

The Hashemite Kingdom of Jordan is the 10th highest PCCG to United Nations peace operations, deploying 255 police officers - 24 (9 per cent) are women. Jordan's Public Security Directorate (PSD), which includes the Police, Civil Defence and Gendarmerie Directorates, deploys 76 IPO - 10 (13 per cent) are women, and one FPU which includes 14 (8 per cent) women police officers.

Jordan's PSD project is the construction of a dedicated women's training and accommodation facility - the 'Gender Capacity Building Centre'. Construction of this facility will enable the PSD to increase its training capacity to 240 women per annum and train up to 100 women to deploy to peace operations in an FPU capacity twice a year.

EIF Results Framework	This project will contribute to the following outcome: Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers
Project Deliverables	<ul style="list-style-type: none"> A dedicated accommodation and training facility (32 beds plus a surge capacity of an additional 20 beds) will be constructed inside the Royal Police Academy campus. A pool of 100 women eligible and trained for deployment to United Nations peace operations.
Total Approved EIF Budget	US\$ 1,000,000
In-kind contribution	Additional costs of approximately US\$ 706,280 will be contributed by the PSD
Fund Recipient	Jordan PSD
Funds transferred as of 31 December 2021	US\$ 1,000,000
Funds transfer date	18 November 2021
Project Duration	Two years

[68]

Planned increase in the percentage of women recruited in the PSD	9.7 per cent of annual recruitment intake by 2025 (baseline 6 per cent in 2019).
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Results and Impact

Activities to date include the preparation of Tender Documents for advertisement by the PSD Bidding Committee and the Buildings Department.

Effective practices

This project supports the PSD Recruitment Policy 2021-2025 including a 9.7 per cent annual recruitment target for women over a three-year period. It is also in line with PSD's Gender Mainstreaming Strategy and Implementation Plan 2021-2024 (GMS) and its three strategic goals, including promoting an enabling environment conducive for women's participation and entrenching gender equality into the PSD's employment procedures, policies and practices. The development of the GMS, the high-level launch of the GMS by PSD Director Major General Hussein Alhawatmeh, the establishment of a Gender Unit within the PSD to implement the GMS, and an agreement to allocate ongoing funding for the operation of the Gender Capacity Building Centre, are considered to be mutually supporting and highly effective practices. The GMS lays out a clear roadmap for how the PSD plans to ensure that global commitments on WPS and gender equality are translated into concrete actions in line with Jordan's national priorities, with authorisation of the GMS by the PSD Director representing full 'top-down' support and leadership from the PSD executive.

Way ahead

Construction of the PSD's Gender Capacity Building Centre is expected to take 12 months, commencing in March 2022. To ensure full operationalisation of the Centre, the PSD will also commence drafting and implementing Standard Operating Procedures (SOPs) and Work Instructions for all activities to be conducted at the Gender Capacity Building Centre to ensure the safety of trainees, trainers and children, as well as the development and implementation of a Code of Conduct and reporting mechanism on gender-based violence and discrimination, sexual harassment, and SEA.

[69]



INTERVIEW

Director Assistant for Administration and Human Resources Brigadier General Dr. Mutasim Mahdi Abu Shatal, on the importance of promoting gender equality in the PSD:

From my leadership position as the PSD General Director -Assistant for Administration and Human Resources, we promise and are committed to strengthen the role of men in adopting thinking for gender equality, because equality concerns men, as well as women, and full commitment to gender equality on the part of men is a prerequisite that must be met to achieve equality between women and men.

I also ask women in the PSD to have confidence and believe in themselves, to be motivated, to develop themselves and chart their future and career path, so that women and men can serve side by side in the performance of duty.

STATUS
IN PROGRESS

3. The Republic of Liberia Armed Forces

The Republic of Liberia is the 57th highest TOC to United Nations peace operations, deploying 163 military personnel - 17 (10 per cent) are women. The Armed Forces of Liberia (AFL) deploys 148 troops - 12 (10 per cent) are women, 12 SO - one (8 per cent) is a woman, and three UNMEMS- two (67 per cent) are women.

The AFL is undergoing an assessment to identify barriers to the deployment of women in United Nations peace operations, using the DCAF - MOWIP research methodology. The MOWIP is being implemented by the Kofi Annan Institute for Conflict Transformation (KAICT) at the University of Liberia as the research partner, with data cleaning, analysis and drafting of the MOWIP report being provided by Cornell University.

The conduct of the MOWIP assessment will enable the AFL to identify the main barriers and challenges to women's participation in United Nations peace operations from a Liberian context. Using the results of the MOWIP assessment report and recommendations, the AFL will design projects to address the barriers identified through a number of targeted actions.

EIF Results Framework	This project will contribute to the following outcome: Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations
Project Deliverable	A MOWIP BA report and recommendations
Total Approved EIF Budget	US\$ 120,000
Fund Recipient	AFL through UN Women Liberia
Implementing Partners	KAICT
Funds transferred as of 31 December 2021	US\$ 120,000
Funds Transfer Date	3 March 2021

[70]

[71]

Project Duration	14 months
Planned increase in the percentage of women recruited in the AFL	10 per cent by 2023

Results and Impact

The results of the BA are anticipated to be available mid-2022 with the publication of a MOWIP report, prepared by the KALICT with support from Cornell University. The report will examine the capacity of the AFL to deploy women to United Nations peace operations and ensure their meaningful participation across the ten issue areas identified in the methodology. As of 31 December 2021, over 300 surveys have been administered by the enumerator team, with a further 200 surveys to be administered early 2022. Interviews with key decision makers and the completion of the fact-finding form (FFF) are planned to commence early 2022.

To complement the BA and realize the AFL's commitment in increasing women's participation in the armed forces, the AFL conducted a 3-week pre-recruitment training exercise exclusively for women, in late 2021. The exercise was designed to enhance the physical fitness of female recruits and therefore their competitiveness for the recruitment process. The AFL expects to recruit 350 Liberians into the AFL in early 2022, with women accounting for at least 60 per cent of the 2022 recruit intake, as a direct impact of this pre-recruitment physical training. The increase in women soldiers will in turn contribute to an increase in the number of women soldiers and officers who deploy to United Nations peace operations.

Effective Practices

UN Women and the KALICT conducted a one-day stakeholder consultation with the AFL leadership, Liberia's Ministry of National Defence, the Gender National Security Sector Taskforce, security institutions and civil society, to inform them about the project and to raise awareness on the importance of gender equality in security institutions, and was highlighted as an effective practice. The conduct of this seminar ensured that participants were well informed of the activity prior to its commencement, and that participants were willing to actively support the project and its objectives. As a result, Liberia's Minister of Defence and the AFL's Chief of Staff approved full access by the research team to the AFL and for their personnel to be surveyed and interviewed.

[72]

Way ahead

The Liberian Ministry of Defence acknowledges the need for high-level ownership of the assessment and is committed to addressing the outcomes of the report. On conclusion of the BA, the MOD has agreed to use the MOWIP report to develop a country-specific strategy to address identified barriers, including the development of short-term quick win projects and projects that require a longer timeframe to implement. This strategy would also identify future resource requirements.

KEY RESULTS	300 surveys administered by the MOWIP enumerator team
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INTERVIEW

Captain Joyce DH Yormie, Assistant Chief of Staff for Personnel and Assistant Chief of Staff for Finance, on the importance of achieving gender equality in the AFL

Gender equality benefits the AFL as it provides opportunities for both males and females. Investing in women's empowerment sets a direct path towards achieving gender equality, eradicating poverty and ensuring inclusive economic growth. To do this we need to inspire our leaders because they are critical drivers to accelerate progress on gender equality and sustainable development.

[73]

4. Mexico Armed Forces, Navy and Police

Mexico is the 82nd highest TOC to United Nations peace operations, deploying 17 military personnel – eight (47 per cent) are women. Mexico's Armed Forces deploys one male SO, and 16 UNMEM – eight (50 per cent) are women.

Mexico's Ministry of National Defense – Army and Airforce (SEDENA) Ministry of Navy (SEMAR) and the Ministry of Security and Citizen Protection (SSPC), are each undergoing an assessment to identify barriers to the deployment of women in United Nations peace operations, using the DCAF MOWIP research methodology. In partnership with these Mexican Ministries, UN Women Mexico Country Office is managing the MOWIP assessment. The MOWIP is being implemented by the Latin American Security and Defence Network (RESDAL), a regional research institute based in Argentina and responsible for data collection, with data cleaning, analysis and drafting of the MOWIP report being provided by Mexico's Universidad de las Americas (UDLAP).

The MOWIP results and recommendations will be used to create, improve and strengthen national institutional policies and processes to promote gender equality within Mexico's security institutions, and to facilitate the deployment of increased numbers of women to United Nations peace operations.

EIF Results Framework	This project will contribute to the following outcome: Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations
Project Deliverable	A MOWIP BA report and recommendations for each Ministry
Total Approved EIF Budget	US\$ 318,736
Fund Recipient	SEDENA, SEMAR and SSPC through UN Women Mexico
Implementing Partners	Latin American Security and Defence Network (RESDAL) and the Universidad de las Americas (UDLAP)
Funds transferred as of 31 December 2021	US\$ 318,736

Funds Transfer Date	4 March 2021
Project Duration	15 months

Results and Impact

The results of the Bas will be published in mid-2022 with the publication of a MOWIP report for each Ministry, prepared by the UDLAP. Mexico intends to use the MOWIP reports to examine the barriers to women's meaningful participation across the ten issue areas identified in the methodology, as well as to inform peacekeeping policy development to ensure compliance with national strategies to increase Mexico's overall contributions to peace operations. The data collection phase was completed in full by the 31st of December 2021, with over 1,200 surveys administered by the enumerator team and more than 40 interviews conducted with senior leadership, decision makers and program officers. The seven fact finding forms² designed to accommodate the ministries and their divisions were also finalized by this time.

Training for the enumerator's included a course on gender, and presentations on United Nations peace operations and Mexico's NAP, to provide context to the conduct of the MOWIP. The impact of this included a deeper understanding of the WPS agenda as well as Mexico's national policies and involvement in peacekeeping by the enumerator team (approximately 60 per cent are public servants who work in the ministries).

Prior to and throughout the MOWIP implementation, a high priority was placed on confidentiality; each enumerator signed a confidentiality clause, and privacy during the interview was ensured by each of the institutions. This resulted in 100 per cent of participants invited to undergo the survey, completing the survey in full.

Effective Practices

The establishment of an implementation committee (IC) composed of focal points from the Ministries of Foreign Affairs (MOFA), SEDENA, SEMAR and SSPC and the National Institute for Women, enabled clear communication and messaging about the MOWIP, why it was being conducted, its implementation and outcomes. It also facilitated coordination between the Ministries and the research partners (RESDAL and UDLAP) both prior and during the MOWIP implementation. Minimum turnover of members on the IC ensured continuity of project and

² SEDENA, SEMAR, SSPC, and SSPC's four agencies: (i) National Guard, (ii) Prevention and Social Readaptation Organism (Penitentiary), (iii) Anti-Kidnapping Coordination (Federal level) and the (iv) Federal Protection Service. Data analysis is ongoing.

institutional knowledge and is considered to be an effective practice. Additionally, inviting a research partner with prior experience in implementing the MOWIP is also highlighted as an effective practice – with regional expertise being a bonus.

A further effective practice implemented jointly by the project team (RESDAL, UDLAP, MOFA and UN Women Mexico) was the provision of training on gender, United Nations peace operations and Mexico's NAP, to all the enumerators and interviewers, in order to contextualize the survey to the national context, the use of language, and cultural sensitivities.

Way ahead

This project has led to a strong partnership and collaboration between Mexico's Ministries (MOFA, SEDENA, SEMAR and SSPC) and UN Women Mexico, therefore laying the foundations for future collaboration on joint projects and activities to support Mexico to increase the numbers of women who deploy onto peace operations, and to design and implement projects and activities to address recommendations from the MOWIP reports across each of the three ministries.

KEY RESULTS
<ul style="list-style-type: none"> 1,200 surveys administered by the MOWIP enumerator team 40 interviews conducted with senior leadership, decision makers and program officers Seven fact finding forms finalized



INTERVIEW

Brigadier General Saúl Hiram Parra de la Rocha,
Head of the Fifth Section of National Defence,
on achieving gender equality in Mexico's Armed Forces

For the armed forces to comply with their mandate, it is required that both women and men personnel have a solid training based on the military values of discipline, leadership, and equality. In the same vein, human dignity is the foundation for equality between women and men, for which discrimination, violence against women, and gender stereotypes are not accepted and will not be tolerated. The armed forces are and will continue to be role models for the Mexican society in respecting and promoting women's rights.

STATUS

IN PROGRESS

5. The Republic of Niger Armed Forces and Police

The Republic of Niger is the 20th highest T/PCC to United Nations peace operations, deploying 972 personnel - 26 (2.7 per cent) are women. Niger is the 21st highest TIC, deploying 867 troops - five (0.6 per cent) are women, and 13 SO and 2 UNMEMS, all men. Niger is the 19th highest PCC, deploying 95 IPGs - 21 (22 per cent) are women.

The project aims to identify obstacles to the deployment of uniformed women in United Nations peace operations and women's recruitment and retention in national uniformed services. Thus, the Niger armed forces and the police are both undergoing a BA using the DCAF – MOWIP research methodology. In addition, through a number of project activities, Niger also aims to address pre-identified barriers such as the insufficient numbers of women in the uniformed services, the lack of skills and competencies required to serve in United Nations peace operations, the lack of the institutionalization of gender equality and socio-cultural challenges based on gender stereotypes that prevent women from joining the uniformed services or serving in international peace operations.

The project is managed by UN Women Niger as the fund recipient.

<p>EIF Results Framework</p>	<p>This project will contribute to the following outcomes:</p> <ul style="list-style-type: none"> Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations missions Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers
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	<ol style="list-style-type: none"> 1. A combined MOWIP BA report and recommendations for the Niger Armed Forces and Police. 2. A study on women's interests and motivations for a career in the uniformed services. 3. A gender policy, strategy and action plan for the police and armed forces. 4. Outreach to 10,000 women for a career in the uniformed services and training support to 200 women candidates for recruitment. 5. Training for 100 women police officers on the AMS-SAAT examination, and 40 female soldiers on civil-military cooperation, engineering, signals, and other specialisations. 6. A pool of 40 women soldiers and 100 women police officers eligible and trained to be deployed in United Nations peace operations.
Total Approved EIF Budget	US\$ 996,052
Fund Recipient	Niger Ministries of Defence and Interior through UN Women Niger
Implementing Partners	National Institute of Statistics (NIS)
Funds transferred as of 31 December 2021	US\$ 996,052
Funds Transfer Date	14 July 2021
Project Duration	One year
Planned increase in the percentage of women recruited in national uniformed services	10 per cent in the armed forces (baseline 4.7 per cent in 2019) and 15 per cent in the police (baseline 5 per cent in 2019) by 2022

Results and Impact

A launch event was held to signal the commitment of Nigerian civil-military authorities to the EIF project in September 2021. The event was well attended by 280 people, including 90 from the national defence, 60 from the national gendarmerie, 50 from the national police, 70 from the national guard, as well as dignitaries from the ministries of Women, Defence and Interior and Decentralization, with an overall participation of 75 per cent women and 25 per cent men. Furthermore, this launch event demonstrated strong national ownership and the enthusiasm of fund recipients and implementing partners, particularly the uniformed women from Niger's national security services.

Effective practices

As an effective practice, the launch event was attended by government representatives at the highest ministerial level and was combined with a public awareness outreach through the mobilization of the media. Two women from the defence and security services, each internationally recognized with an award from the United Nations, Lieutenant-Colonel Alchataou Ousmane (United Nations Gender Advocate of the Year Award 2016) and Commissioner Zouera Hassane Haoussseize (United Nations Population Award 2021) were featured and shared their experiences in national and international radio and television outlets - Radio France Internationale and Television Africable.

Way ahead

The MOWIP BA will be implemented by the NIS and the results will be published in a MOWIP report in 2022. Plans are also ongoing for the development of a gender policy within the Niger armed forces and the police, an outreach campaign for the recruitment of female military and police officers, and the development of a pool of uniformed women eligible and trained for deployment in United Nations peace operations.

KEY RESULTS	280 people attended a launch event of the EIF project, including 90 from the national defence, 60 from the national gendarmerie, 50 from the national police, 70 from the national guard
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Mr. Alkassoum Indatou,
Minister of National Defence, on barriers to women's participation in United Nations peace operations.

“The Nigerian government has made great strides in promoting women's rights in the structures of the defence and security forces, but also in United Nations peace operations. The EIF project comes at the right time to support these efforts by providing short- and long-term solutions through a better understanding of the specific obstacles preventing the deployment of women in United Nations peace operations and increasing the pool of unformed women who can be deployed as peacekeepers. The Government of Niger will spare no effort in achieving the results assigned to this project.”



INTERVIEW

Commissaire Principal de Police Zouera Haousetze,
Head of the Division for the Protection of Minors and Women in the Public Security Directorate.

Commissioner Hassane received the United Nations Population Award 2021 following the delivery of training for more than a hundred investigators on the interviewing techniques for vulnerable persons and bringing the police closer to the population through recreational and awareness-raising activities in the community.

Q. What is the most important challenge you have faced in your career?

A: The prevention of gender-based violence is an important challenge, especially the zero tolerance towards domestic violence, which has grown in our society in recent years.

Q. How will the EIF project advance gender equality in the police service?

A: The EIF is an excellent initiative that gives hope to women to join United Nations missions. With this project, women can benefit from capacity building training on the preparation of the AMS-SAT tests that can increase their chances of success. With the Eise project, women can dare and break the ice to compete in large numbers because they are now trained and able to test their skills and competencies.

[80]



INTERVIEW

Lieutenant Colonel Aitchatu Ousmane,
Head of Social Assistance, Ministry of Defence.

Lieutenant Colonel Ousmane received the 2016 United Nations Military Gender Advocate of the Year Award for her work in integrating the principles of Security Council Resolution 1325 on WPS into the daily work of her troops and at her sector headquarters at the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA).

Q. What was the main obstacle for you in joining a peace operation and how did you overcome it?

A: Socio-cultural considerations is one of the main obstacles. I faced questions such as “how can you leave your husband and child, to commit yourself to such a mission”. As a woman, we need to prove ourselves and to demonstrate that serving in a United Nations peace operations is part of our duty as soldiers. We also need to make people aware of our willingness and commitment to accomplish our duty.

Q. What was your most memorable experience during your deployment to MINUSMA?

A: The highlights were learning to navigate a mixed, multicultural environment. I was deployed as a staff officer. We did a number of quick impact projects including the rehabilitation of schools and houses. We also helped establish water supplies and wells in specific localities. This played a significant role in the acceptance of the United Nations peace operation in general by the community and for me as a woman. Finally, one of the important points in working in mixed team is that you have to be a hard worker, diplomatic, perseverant and tough if the situation requires it.

[81]

6. The Republic of Senegal National Gendarmerie

Senegal is the highest PCC to United Nations peace operations, deploying 1,124 police officers - 136 (13 per cent) are women. The Senegal National Police and Gendarmerie deploy 1,041 members of FPUs - 136 (13 per cent) are women, and 83 IPOs - 26 (31 per cent) are women.

The Senegal National Gendarmerie project aims to tackle pre-identified barriers to the deployment of uniformed women in United Nations peace operations and women's recruitment and retention in the national service. A series of project activities will address the lack of institutionalization of gender equality; the difficulties for women to reconcile family obligations with international deployments and the insufficient number of female gendarmes to participate in United Nations peace operations.

	This project will contribute to the following outcomes:
EIF Results Framework	<p>Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations</p> <p>Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations missions</p> <p>Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers</p>
Project Deliverables	<ol style="list-style-type: none"> 1. A gender policy, awareness-raising workshop for decision-makers and training for staff. 2. Training of (a) 2,400 women for recruitment, (b) 160 women for promotions, (c) 30 women in leadership positions, (d) 186 women in preparation for the United Nations tests, (e) 843 female and male officers for gender training for FPUs prior to deployment. 3. A pool of 140 to 150 women eligible and trained for deployment to United Nations peace operations. 4. The deployment of three GSUs per year from 2021 to 2023.

Project Deliverables	<ol style="list-style-type: none"> 5. The deployment of three GSUs per year from 2021 to 2023. 6. An awareness campaign for the recruitment of women aimed at receiving 1,500 female applications per year. 7. A day-care centre constructed at the national gendarmerie with capacity for 70 children.
Total Approved EIF Budget	US\$ 2,153,757
Fund Recipient	Senegal National Gendarmerie
Implementing Partners	Pan-African Centre for Gender, Peace and Development of Femmes Africa Solidaire (FAS/PAC)
Funds transferred as of 31 December 2021	US\$ 300,000
Funds Transfer Date	27 July 2021
Project Duration	Two years
Planned increase in the percentage of women recruited in the national gendarmerie	10 per cent in 2023 (baseline 5.4 per cent in 2019)

Results and impact

Training to prepare women gendarmes for the United Nations examinations on language, driving and firearms proficiency: Two training sessions for the preparation of women for the United Nations language, driving and firearms proficiency, entitled AMS-SAAI examinations were held with 103 participants in 2021. The objective was to strengthen the skills of women to familiarize themselves with standard procedures and the minimum level of proficiency required by the United Nations. At the end of the seminar, the 103 trained women constituted the first pool for the Senegalese Gendarmerie of eligible women ready for deployment in peace operations.

Training of FPUs on gender equity and the prevention of SEA: The FAS/PAC conducted two training sessions on gender equity and equality, as well as awareness of the prevention of SEA for three FPUs with 460 gendarmes

(55 women; 405 men) prior to their deployment to the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) and the Mission of United Nations Organization Stabilization in the Democratic Republic of the Congo (MONUSCO).

Deployment of two gender-strong FPU and the first Senegalese woman commander: The gendarmerie deployed two gender-strong FPUs; one was led by the first Senegalese woman commander. With a total of 270 personnel (135 officers per unit), the contingents included 42 women (16 per cent) and were deployed to MONUSCO. Women held command positions as FPU and Platoon Commander. Women were also integrated into the operational functions of the FPUs. Both units completed eight weeks of pre-deployment training including specialised training on gender equality and on the prevention of SEA.

Effective practices

As an effective practice, having a woman commander of an FPU and in command levels demonstrates a strong signal of Senegal's commitment and willingness to empower women and establish a sustainable gender strategy in the gendarmerie.

Way ahead

The gendarmerie will complete the construction of the day-care in 2022. It will continue training women to prepare them for the AMS-SAAT test, as well as the pre-deployment training of FPUs on gender equality and the prevention of SEA. Finally, it will commence an awareness campaign and training to support the recruitment of women in the gendarmerie.

KEY RESULTS
<ul style="list-style-type: none">• First woman commander of an FPU deployed• 2 GSUs deployed with 270 total personnel (16 per cent women)• 460 gendarmes (55 women; 405 men) trained on gender equality and prevention of SEA prior to their deployment in three FPUs• 103 women trained on the AMS-SAAT examinations

[84]



Cheffe d'Escadron Mame Rokhaya Lo

Cheffe d'Escadron Rokhaya Lo is the first woman head of the air section in the Senegal National Gendarmerie and the first Senegalese woman commander of an FPU.

Q. As the first commander of an FPU deployed by Senegal to a United Nations peace operations in MONUSCO, could you share a specific experience?

A. The most striking experience so far is the visit to the camps for displaced persons in Buna. The living conditions for women and children in these places call for further reflection. I remain convinced that something more can be done. This may involve reviewing the style of patrols within these camps, to be closer to the people and with all the professionalism that befits them.

Q. What challenges did you encounter while deploying to a United Nations peace operation and how did you overcome them?

A. The first challenge relates to SEA. As a commander, my daily duty includes raising staff awareness and understanding of the regulations related to SEA and the zero-tolerance policy to which I attach paramount importance. The second challenge involves embodying the fundamental values of the United Nations and to cultivate them within the personnel placed under my command. In this regard, I want to be a role model from which my staff can draw inspiration, in order to carry out the duties and responsibilities of the FPU, in the ultimate interest of the United Nations and in accordance with the mandate of MONUSCO.

Q. What actions will be necessary to advance equal opportunities and to deploy more women by the Senegal National Gendarmerie?

A. The necessary actions have already been initiated by the Senegal National Gendarmerie through the EIF project. On the one hand, it is important to increase the number of women from the recruitment stage by raising awareness and preparing candidates prior to recruitment tests and supporting women throughout their careers with appropriate training. On the other hand, the creation of a day-care, remains an important step. In addition, the Senegal National Gendarmerie has made significant efforts to adhere to the principle of equal opportunity between women and men. In 2021, several decision-making level positions were entrusted to women officers.

[85]

STATUS

IN PROGRESS

7. The Republic of Senegal National Police

The Republic of Senegal is the highest PCC to United Nations peace operations, deploying 1,124 police officers - 136 (13 per cent) are women. The Senegal National Police and Gendarmerie deploy 1,041 members of FPU's - 136 (13 per cent) are women, and 83 IPOs - 26 (31 per cent) are women.

The Senegal National Police project aims to tackle pre-identified barriers to the deployment of uniformed women in United Nations peace operations and women's recruitment and retention in the national service. A series of project activities will address the lack of institutionalization of gender equality, insufficient women in the police, and the lack of awareness and skills to pass United Nations tests for deployment in peace operations.

Q. What is your advice for men and women in general and for commanding officers specifically within the National Gendarmerie?

A. As an advice, the development of the gender policy, which is in progress, must be operationalised and implemented by all the personnel of the Gendarmerie. Proper monitoring of this policy, including the performance of staff and the accountability of commanding officers, will enable the gendarmerie to appropriately take gender into account at all levels. As such, all of us, women and men, in general, and the command-level, in particular, must understand that gender discrimination weakens our institutions.

For women, I would like to tell them to break the glass ceiling and get more involved in assigned tasks. Women must stop waiting or doubting themselves because they must be part of the solutions.

EIF Results Framework	<p>This project will contribute to the following outcomes:</p> <p>Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations</p> <p>Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations missions</p> <p>Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers</p>
Project Deliverables	<ol style="list-style-type: none">1. A gender audit of the police.2. A gender policy, strategy and action plan and gender units established throughout the institution.3. Training of (a) 150 women for recruitment; (b) 150 women eligible for promotion in the national police; (c) 300 women to prepare for the Senegalese internal selection process for FPU and United Nations examinations; and (d) 150 women to prepare for United Nations examinations to be deployed as IPOs.4. A pool of 100 women as FPU's and 50 women as IPOs eligible and trained for deployment in a United Nations peace operation.

Project Deliverables	<ol style="list-style-type: none"> 5. The deployment of three GSUS per year from 2021 to 2023. 6. Creation of a women police officers' association. 7. A national communication strategy through a film documentary and community awareness activities.
Total Approved EIF Budget	US\$ 1,766,688
Fund Recipient	Senegal National Police
Funds transferred as of 31 December 2021	US\$ 300,000
Funds Transfer Date	27 July 2021
Project Duration	Two years
Planned increase in the percentage of women recruited in the national police	15 per cent by 2023 (baseline 9.1 per cent)

Results and Impact

Seminar for women police officers in preparation for the national police professional examinations for promotions: A three-day seminar for the preparation of 45 women police officers at the rank of non-commissioned and commissioned police officers for national professional examinations was held in August 2021. The training included criminal law, public law and legal essay writing. The participants found the seminar useful and helped them improve their skills to be better equipped to take the professional examinations. As impact, three candidates passed the examination to undertake a course at the police academy for promotion to a higher rank.

Creation of a women police network: A women police informal network called "Amicale des femmes de la Police" was created on Telegram and includes 256 female officers. This online group provides information about the EIF project, as well as opportunities for deployment to peace operations and career advancement in the national police.

Effective Practices

As an effective practice, a working group was created within the General Directorate of the National Police as soon as the EIF funds were received to lay the groundwork for project implementation. This working group met with the authorities to inform them about the project, its objectives and expected results. As a result, the working group was institutionalized to become the project's management unit.

In addition, consultations with civil society and the Association of Women Pioneers of the National Police played an important role in the project by providing a critical eye and a perspective from the community. Thus, members of the Steering Committee for the project included representatives from civil society. Their participation provided a diversity of perspectives that brings to the fore the realities on the ground.

Way ahead

The Senegal National Police will prioritize the gender audit, a training course for 75 women for the deployment of three gender-strong FPs and the production of a documentary film on women police officers in the 1st quarter of 2022.

KEY RESULTS
<ul style="list-style-type: none"> • 45 women trained with 3 selected for promotion • A women's police informal network called "Amicale des femmes de la Police" was created on Telegram with 256 members



Police Agent Anna Ba Mboup

Police Agent Anna Ba Mboup attended the three-day seminar for female police officers in preparation for professional examinations in the national police and successfully passed the examination for non-commissioned officers.

Q: Why is it important to support training for women in the police service for their career advancement?

A: Women often face social constraints particularly with family obligations. Thus, providing training to women can help them advance in their career, strengthen their skills and help them succeed by providing them with the same opportunities as male police officers to pass national examinations.

Q: What actions will be necessary to advance equal opportunities between women and men in the Senegalese Police?

A: Specific actions are urgently needed:

- Provide women with the same training as men at the national level or in foreign training centres, while, at the same time, increasing the recruitment of women and guaranteeing that they have access to all ranks.
- Appoint women to certain positions of responsibility previously allocated to men.
- Encourage female officers to join the elite specialised units of the police such as the Multipurpose Intervention Brigade, the Cybercrime Unit, the Anti-Terrorist Unit, among others.
- Promote the work of women by awarding a distinction of the best national woman police.
- Encourage the recruitment of women in mechanical, electrical, driver, armour, pilot and other technical deployments traditionally assigned to men in national and United Nations operations.

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- Sensitise spouses to become better acquainted with the job of their wives in order to understand and support them.
- Create a Division for Gender Equality within the organizational chart of the Human Resources Department in charge of monitoring the number of women to be recruited for each recruitment campaign, corps and specialty, as well as, evaluating performance at the national and international levels, and identify training needs and the status of working conditions within departments.

Q: What advice would you give to women in the police to help them advance in their careers?

A: I would like to tell women in the police to believe in themselves, to know that the job is not easy especially when you are a wife or a mother and especially when you spend more time on duty than at home. I would also like to ask women to believe in their potential and their intellectual abilities to surpass themselves and obtain the same rank as men. I, myself, benefited from training and I passed the professional competition for non-commissioned officers to access a higher rank. Opportunities are open for us under the EIF's project with training to help us pass the competitive selection and recruitment process and take up operational roles in peacekeeping missions.

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8. The Republic of Sierra Leone Armed Forces

The Republic of Sierra Leone is the 68th highest TOC to United Nations peace operations, deploying 38 military personnel -15 (39 per cent) are women. The Republic of Sierra Leone Armed Forces (RSLAF) deploys 10 UNMEM – seven (70 per cent) are women, and 28 SO – eight (29 per cent) are women. Sierra Leone currently exceeds the UGPS 2028 target of 25 per cent for women military experts on mission and staff officers – reaching 70 per cent and 29 per cent respectively.

Seeking to increase the participation of women in the RSLAF and in United Nations peace operations, the RSLAF is undergoing an assessment to identify barriers to the deployment of women in United Nations peace operations using the MOWIP research methodology. In partnership with the RSLAF, the UN Women Sierra Leone Country Office is project managing the MOWIP assessment. The MOWIP is being implemented by a lead researcher from the Institute of Public Administration and Management (IPAM), University of Sierra Leone, with data cleaning, analysis and drafting of the MOWIP report being provided by Cornell University in the USA.

The conduct of a comprehensive MOWIP BA will enable the RSLAF to propose a clear path on how to make progress in the deployment of women to United Nations peace operations. The results will also be valuable to the RSLAF as it continues to build its own institutional capacities and progress the mainstreaming of gender throughout the organization.

EIF Results Framework	This project will contribute to the following outcome: Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations
Project Deliverable	A MOWIP BA report and recommendations.
Total Approved EIF Budget	US\$ 184,677
Fund Recipient	RSLAF through UN Women Sierra Leone
Implementing Partner	Institute of Public Administration and Management, University of Sierra Leone
Funds transferred as of 31 December 2021	US\$ 184,677
Funds Transfer Date	17 May 2021

Project Duration

9 months

Results and Impact

The results of the BA are anticipated to be available mid-2022 with the publication of a MOWIP report, drafted by the lead researcher and with support from Cornell University. The report will examine the capacity of the RSLAF to deploy women to United Nations peace operations and ensure their meaningful participation across the ten issue areas identified in the methodology.

Training for the enumerators included presentations on WPS concepts and UNSCR 1325 to provide context to the conduct and the importance of the MOWIP. The RSLAF Technical Advisory Team (TAT) also participated in this training, with the impact being an increased understanding of the Sierra Leone NAP, the WPS agenda and the commitment of the RSLAF leadership to increasing the numbers of uniformed women to deploy on United Nations peace operations.

As of 31 December 2021, over 250 surveys had been administered by the enumerator team, with a further 120 surveys to be administered in early 2022. Interviews with key decision makers and the completion of the FFF are also planned to commence early 2022.

Effective Practices

Training conducted on WPS concepts was critical for the enumerators to understand the context of the MOWIP and the survey questions. An effective practice was to involve members of the RSLAF TAT who had peacekeeping experience in the enumerator training so that they could share first-hand their peacekeeping knowledge and experience with the enumerators and the Cornell University team.

Way Forward

The conduct of the BA has full support from across Sierra Leone's security sector institutions – the Sierra Leone Police (SLP) will commence a separate MOWIP assessment in early 2022, also with EIF funding. The RSLAF has committed to using the results and recommendations from the MOWIP assessment to form the basis of a national strategy, to inform high-level policy formulation, and to improve gender mainstreaming in the RSLAF, including the recruitment, retention, deployment and promotion of women and deployment of women into peacekeeping missions.

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KEY RESULTS	250 surveys administered by the MOWIP enumerator team
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Group Captain Michael Sorleba Kamara, Director of Military Operations, on achieving gender equality in the RSLAF.

Advancing gender equality would enable the RSLAF to broadly promote equal opportunities for both service women and men at various levels in the operational environment. It entails accessing and benefiting equal pays and rewards, promotions, training, assumption of leadership roles, elimination of gender discrimination and other opportunities irrespective of the gender. Embracing a gender perspective has helped to minimise barriers to full and equal participation, thereby enhancing optimum productivity in the RSLAF. Most importantly, gender equality engenders the RSLAF to be gender tolerant, safer and healthier workplace.

The RSLAF will continue to embrace gender perspectives into its policies, activities and programmes. The RSLAF is keen to fully support and hugely invest in policy reforms to promote gender equality in the RSLAF, thereby breaking all cultural and institutional impediments. Existing and future efforts of the RSLAF to incorporate gender perspectives into all policies, programmes and activities will definitely improve our effectiveness by promoting gender-sensitive Armed Forces which will focus on increasing women's participation in the RSLAF, training, leadership roles, and equal opportunities toward achieving gender equality in the RSLAF.

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9. The Republic of Togo Armed Forces

The Republic of Togo is the 17th highest TQC to United Nations peace operations, deploying 935 military personnel - 60 (6.4 per cent) women. The Togo Armed Forces (TAF) deploys 905 troops - 55 (6 per cent) are women, 7 UNMEM- 3 (43 per cent) are women, and 23 SO - 2 (9 per cent) are women.

The TAF project is committed to identifying the obstacles to the deployment of uniformed women in United Nations peace operations and their recruitment and retention in national uniformed services. It is undergoing a BA using the DCAF – MOWIP research methodology. In addition, through a number of project activities, the TAF also aims to address pre-identified barriers such as disparities related to the representation of women in terms of insufficient numbers and lack of access to decision-making positions in TAF, lack of institutionalization of gender equality, inadequate facilities in TAF training centres, lack of access to opportunities for deployment in United Nations peace operations, and socio-cultural perceptions that prevent women from joining the TAF or serving in international peace operations.

UNDP Togo is supporting the implementation of the project.

EIF Results Framework	<p>This project will contribute to the following outcomes:</p> <p>Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations</p> <p>Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations missions</p> <p>Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers</p>
Project Deliverables	<ol style="list-style-type: none"> 1. A MOWIP BA report and recommendations and a monitoring and evaluation system for women's participation in peace operations. 2. A gender policy and strategy and a five-year plan for the recruitment and training of women. 3. A gender office within the Ministry of the Armed Forces, gender units within the Army and central directorates and a gender section in each military sector.

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	<ol style="list-style-type: none"> 4. A recruitment campaign to increase the number of female officers to 10 per cent in the TAF. 5. Preparatory training for 400 women candidates for the TAF entrance exams. 6. A pool of 300 women soldiers eligible and trained for deployment in United Nations peace operations. 7. Annual scholarships to 50 women for training and specialisation in military studies and peace operations. 8. Accommodations for women at the national academy of non-commissioned officers and at the national training centre (56 beds). 9. A mechanism to recognise women and men champions who have distinguished themselves in the promotion of women's rights.
Total Approved EIF Budget	US\$ 999,998
Fund Recipient	TAF
Implementing Partners	United Nations Development Programme (UNDP) Togo, Centre Autonome d'Études et de Renforcement des Capacités pour le Développement au Togo (CADERDT)
Funds transferred as of 31 December 2021	US\$ 500,000
Funds Transfer Date	16 September 2021
Project Duration	Two years
Planned increase in the percentage of recruited women in TAF	10 per cent by 2023 (baseline 6 per cent in 2020)

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Results and impact

Assessment of barriers to women's participation: The BA will be conducted by the Centre Autonome d'Études et de Renforcement des Capacités pour le Développement au Togo (CADERDT) using the DCAF – MOWIP methodology in 2022. As of 31 December, the CADERDT research team has been trained in the MOWIP methodology and its implementation.

Strengthening the legal and institutional framework: The Ministry of the Armed Forces has strengthened its institutional framework by appointing six officers of the TAF as members of the gender unit (Ministerial Order, 2 October 2021). This unit is representative of all corps within the TAF and includes 36 women and 18 men as gender focal points within five military regions according to the five economic regions of Togo.

Awareness and advocacy: Advocacy work carried out during the reporting period included the creation of a logo and information materials on the deliverables of the project to provide a visual identity and promote institutional awareness of the project, including the slogan: "The TAF are committed to improving gender integration."

Way Ahead

The TAF will prioritise the following activities in 2022. The MOWIP BA will be implemented by CADERDT with results to be published in a MOWIP report in 2022. In addition, to operationalise the TAF gender units, training for gender focal points in all regions will be conducted in early 2022. The training modules include the responsibilities of gender focal points, the concept of gender, and methods and approaches to combat sexual harassment and gender-based violence in the TAF. Finally, the construction of two dormitories for women at the National Training Centre in Kara and at the National Academy for Non-Commissioned Officers in Témédja will also begin in early 2022.

KEY RESULTS	<ul style="list-style-type: none"> • Six officers from the TAF appointed as members of a Gender Unit at Ministerial level • 54 officers (36 women and 18 men) of the TAF designated as gender focal points within 5 military regions
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INTERVIEW

Lieutenant Colonel Adjiovi Egnomam Kenou, gynaecologist and obstetrician (head physician of the TAF Family medical centre) and head of the TAF Gender Unit

Q. What is your role as a gender focal point?

A. My role is to ensure the integration of gender in the Army and in all the policies, programs and development of projects within the TAF. This includes developing an action plan and mobilizing the human, material and financial resources needed for its implementation.

Q. What are the greatest challenges for gender equality?

A. The greatest challenges are the effective operationalisation of gender mainstreaming within the TAF from the strategic to the operational and tactical levels and developing female leadership and a culture of excellence among female military personnel.

Q. What has been the most significant experience you had as gender focal point?

A. The days of reflection and sensitisation were significant for me, particularly on the themes of female leadership in the military and the management of female military personnel within units, peacekeeping operations and during maternity. I also participated in the training of gender focal points and in the drafting of the statute of military personnel, specifically for female military personnel of the TAF.

Q. What actions will be needed to advance gender equality within TAF?

A. Actions needed include training female military personnel in skills that will enable them to assume positions of responsibility during deployments, sensitising military authorities about the advantages of female military personnel's participation in conflict resolution and increasing the recruitment of women into the military.

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STATUS

APPROVED

10. The Republic of Togo Police

The Republic of Togo is the 6th highest PCC to United Nations peace operations, deploying 73 IPOs – 23 (31.5 per cent) are women, and 278 members of FPUs – 35 (12.6 per cent) are women.

EIF Results Framework	This project will contribute to the following EIF outcome: Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations
Project Deliverable	A MDWIP BA report and recommendations
Total Approved EIF Budget	US\$ 150,666
Fund Recipient	Togo Ministry of Security and Civil Protection
Implementing Partners	UNDP Togo, United Nations Institute for Training and Research (UNITAR), Centre Autonome d'Etudes et de Renforcement des Capacités pour le Développement au Togo (CADERDT)
Project Duration	11 months

This project was approved in December 2021 and will commence implementation in 2022.

Brigadier General Damehame Yark, Minister of Security and Civil Protection

"The role of women in our society in building peace, an essential condition for sustainable development, is undeniable. It is in this context that the participation of women in the security services in peacekeeping operations is a priority in our department. The increase in the number of women police officers will help alleviate the suffering of displaced populations, the most vulnerable of whom are women and children."

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STATUS

APPROVED

11. The United Nations Interim Force in Lebanon

UNIFIL is the 5th largest United Nations peace operation in terms of the number of uniformed personnel, with 9,629 military personnel. In relation to the number of military women deployed, UNIFIL ranks 4th overall, with a total of 645 (6.7 per cent) military women including 23 SO (11 per cent).

This project will support the commitment of the Republic of Ghana, which is the 4th highest TQC in UNIFIL, to increase the deployment of women through the construction of gender-sensitive accommodation and facilities for the Ghanaian battalion.

Ghana deployed 861 military personnel (15.9 per cent are women) in UNIFIL as of 31 December 2021.

EIF Results Framework	This project will contribute to: Outcome 4: Improved working conditions for uniformed women peacekeepers in United Nations missions
Project Deliverable	Construction of gender-sensitive accommodation in UNIFIL for the Ghanaian battalion.
Total Approved EIF Budget	US\$ 35,7181
Fund Recipient	UNIFIL
Project Duration	Six months

This project was approved in December 2021 and will commence implementation in 2022.

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Mr. Jean-Pierre Lacroix,
Under-Secretary-General for Peace Operations
United Nations Department of Peace Operations

“Women still face barriers that prevent them from contributing to peacekeeping to the fullest. This includes a lack of information about deployment opportunities and not enough access to necessary training, as well as institutional constraints and biases, or inadequate facilities and infrastructure in field missions. This project represents an expression of our shared values for gender equality and the promotion of women’s full, equal and meaningful participation in our workforce, in line with the Secretary-General’s Action for Peacekeeping initiative, which is critical to increasing performance and mandate implementation.”

Mr. Atul Khare,
Under-Secretary-General for Operational Support
United Nations Department of Operational Support

“We are very pleased with UNIFIL’s plans to construct gender-sensitive accommodations for the Ghanaian battalion. The project – based on my department’s contribution to the larger Elsie Initiative – specifically focuses on enhancements to field mission facilities, including infrastructure design recommendations that were shared throughout the community in January 2021. Even the smallest changes to camp accommodations can have a drastic, positive impact on the physical and mental wellbeing of our personnel. Therefore, I encourage all missions to follow UNIFIL’s example. We look forward to working with other missions to progress the implementation of their plans, and our supply chain engineers stand ready to provide technical support.”

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Annex 6: International and national gender equality commitments of EIF- funded T/PCCs

	INTERNATIONAL AND REGIONAL CONVENTIONS		NATIONAL FRAMEWORKS	
T/PCC	United nations convention on the elimination of all forms of discrimination against women (CEDAW)	Inter-american convention on the prevention, punishment and eradication of violence against women	Protocol to the african charter on human and peoples' rights on the rights of women in africa (maputo protocol)	National gender strategies and policies
Jordan	1992		National Strategy for Women (2020-2025)	National action plan on wps
			National Gender Policy (2018-2022)	Gender policies and laws in security sector institutions
			Gender Responsive Planning and Budgeting Policy (2019-2023)	
Liberia	1984	2007	National Action Plan on Prevention and Management of Sexual and Gender-based Violence (2006-2011)	
			Feminist Foreign Policy (2020-2024)	Peace Operations Participation Plan (2019)
Mexico	1981	1998	National Gender Equality Policy (2013-2018)	National Peace and Security Plan (2018-2024)
			National Gender Policy (2017) and Action Plan (2018-2022)	Observer for Equality between Women and Men in the Mexican Army and Air Force (2011)
Niger	1999	2004	National Strategy for the Prevention and Response to Gender-Based Violence (2017-2021)	
			National Women's Economic Empowerment Strategy (2015) and Action Plan (2018-2022)	
Senegal	1985	2004	National Strategy for Gender Equality and Equity (2016-2026)	Gender Sector Strategy of the Armed Forces (2012-2022)
				Decree No. 2020-790: Creation of Gender and Equity Unit in the Ministry of Interior.

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Sierra Leone	1988	2015	National Gender Equality and Women's Empowerment Policy (2021)	2010-2014	Republic of Sierra Leone Armed Force Gender Policy (2009)
			National Action Plan and Referral Protocol on Gender-Based Violence (2012)		Republic of Sierra Leone Armed Forces Policy on Sexual Harassment (2013)
Togo	1983	2005	National Strategy for Gender Mainstreaming Policies and Programs (2009)	2011-2016	
			National Gender Equity and Equality Policy and National Action Plan (2011)		
			National Strategy to Fight All Forms of Gender-Based Violence (2012)		

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Annex 7: Glossary

ALLOCATION	Amount approved by the Steering Committee for a project/programme.
APPROVED PROJECT/ PROGRAMME	A project/programme including budget, etc., that is approved by the Steering Committee for fund allocation purposes.
BARRIER ASSESSMENT	In the context of the EFTOR, a barrier assessment is a credible systematic study undertaken by a T/PCC to ascertain the nature and extent of obstacles present in a national or international context impeding the deployment of uniformed women in United Nations peace operations. Additional information in relation to the required criteria is at Appendix 1 to the EFTOR.
CONTRIBUTOR COMMITMENT	Amount(s) committed by a donor to a Fund in a signed Standard Administrative Arrangement with the UNDP Multi-Partner Trust Fund Office (MPTF Office), in its capacity as the Administrative Agent. A commitment may be paid or pending payment.
CONTRIBUTOR DEPOSIT	Cash deposit received by the MPTF Office for the Fund from a contributor in accordance with a signed Standard Administrative Arrangement.
DELIVERY RATE	The percentage of funds that have been utilized, calculated by comparing expenditures reported by a Participating Organization against the 'net funded amount'. This does not include expense commitments by a Participating Organization.
FORMED POLICE UNIT (FPU)	Cohesive mobile police units, providing support to United Nations operations and ensuring the safety and security of United Nations personnel and missions, primarily in public order management.
GENDER-STRONG UNIT (GSU)	A gender-strong unit is defined within the EFTOR as a unit that includes substantial representation of women overall and in positions of authority, has provided gender-equity training to all unit members, and has adequate material to ensure parity of deployment conditions for women and men peacekeepers.

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GENDER-STRONG UNIT PREMIUM	A gender-strong unit premium is defined within the EFTOR as an incentive for T/PCCs to increase their meaningful deployment of trained and qualified uniformed women in United Nations peace operations. The premium is a type of EIF financing modality consisting of a reimbursement to a T/PCC for the deployment of a GSU. In the first year of deployment, the premium should be approximately a sum equivalent to 20 percent of the United Nations' troop/police cost reimbursement rate for 20 per cent of the unit's personnel. It is payable subject to completion of the specified deployment period. The fund will not normally pay the premium for a fraction of a unit (a company or platoon in an infantry battalion). A proposal could cover up to three years. The premium in the second year would represent a 25% increase on the original formulation. The premium in the third year would represent a 50% increase on the original formulation.
INDIRECT SUPPORT COSTS	A general cost that cannot be directly related to any particular programme or activity of the Participating Organizations. UNSDG policy establishes a fixed indirect cost rate of 7% of programmable costs for inter-agency pass-through MPTFs.
INDIVIDUAL POLICE OFFICER (IPO)	Police or other law enforcement personnel assigned to serve with the United Nations on secondment by Governments of Member States at the request of the Secretary-General.
MEANINGFUL PARTICIPATION OF UNIFORMED WOMEN IN PEACE OPERATIONS	Participation in a peace operation is meaningful when the person being deployed is in a position commensurate with her or his professional training and expertise and is able to make an active contribution to the mission. Increased meaningful participation of uniformed women in United Nations peace operations is achieved when more women are actively deployed at all levels of United Nations missions in roles corresponding to their qualifications.
NET FUNDED AMOUNT	Amount transferred to a Participating Organization less any refunds transferred back to the MPTF Office by a Participating Organization.
PARTICIPATING ORGANIZATION	A United Nations Organization or other intergovernmental Organization that is an implementing partner in a Fund, as represented by signing a Memorandum of Understanding (MOU) with the MPTF Office for a particular Fund.
PEACE OPERATION (UNITED NATIONS)	United Nations peace operations for the purposes of this report include peacekeeping operations and special political missions with a uniformed element.
PROJECT EXPENDITURE	The sum of expenses and/or expenditure reported by all Participating Organizations for a Fund irrespective of which basis of accounting each Participating Organization follows for donor reporting.

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PROJECT FINANCIAL CLOSURE	A project or programme is considered financially closed when all financial obligations of an operationally completed project or programme have been settled, and no further financial charges may be incurred.
PROJECT OPERATIONAL CLOSURE	A project or programme is considered operationally closed when all programmatic activities for which Participating Organization(s) received funding have been completed.
PROJECT START DATE	Date of transfer of first instalment from the MPTF Office to the Participating Organization.
RECIPIENT NATIONAL GOVERNMENTS	A national government that is a recipient of the Fund, as represented by signing a Memorandum of Agreement (MOA) with the MPTF Office for a particular Fund.
STAFF OFFICER (MILITARY)	An individually deployed officer working in a designated Headquarter's position within a United Nations peace operation.
TOTAL APPROVED BUDGET	This represents the cumulative amount of allocations approved by the Steering Committee.
TROOPS	Military personnel deployed in a military unit in a United Nations peace operation.
UNITED NATIONS MILITARY EXPERT ON MISSION (UNMEM)	A serving military officer engaged in a United Nations peace operation to undertake observation, reporting, liaison or advisory tasks in support of the mission mandate. These personnel may include United Nations Military Observers (UNMOs), Military Liaison Officers (MLOs) or Military Advisers (MLADs).
US DOLLAR AMOUNT	The financial data in the report is recorded in US Dollars and due to rounding off of numbers, the totals may not add up.

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Produced by the Elsie Initiative Fund for Uniformed Women in Peace Operations

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