SECRETARY-GENERAL'S PEACEBUILDING FUND
PROJECT DOCUMENT TEMPLATE

PBF PROJECT DOCUMENT

Country: Sierra Leone
Project Title: **Localization and Working-Together for Peace:** *Repositioning Women-Focused* CSOs for **Sustainable Peace** *in Sierra Leone*   **Project Number from MPTF-O Gateway (if existing project):**

PBF project modality: ☒ IRF ☐ PRF	If funding is disbursed into a national or regional trust fund (instead of into individual recipient agency accounts): ☐ Country Trust Fund ☐ Regional Trust Fund **Name of Recipient Fund:**

List all direct project recipient organizations (starting with Convening Agency), followed by type of organization (UN, CSO etc.):   UN Women, World Vision International (WVI), United Nations Development Programme (UNDP)   **List additional implementing partners, specify the type of organization (Government, INGO, local CSO):**   Women-Focused CSOs: The following CSOs will form the core of implementing partners for the project; *Mano River Women's Peace Network (MARWOPNET), Women's Forum, Campaign for Good Governance, WANEP-SL Youth Empowerment and Advocacy Network (SYEAN), NOW (SL), SLAWIJ, Imminent Women, Market Women Association, Young Women Leaders, All Political Parties Women's Association Women Media groups, 50-50.*
Project duration in months[1] [2]: 18 Months   **Geographic zones (within the country) for project implementation:** The project will be implemented at national and sub national levels with focus on the following sites: *Bombali, Karene, Kono, Pujehun, Western Area Rural and Western Area Urban*
Does the project fall under one or more of the specific PBF priority windows below: ☒ Gender promotion initiative[3]   ☐ Youth promotion initiative[4]   ☐ Transition from UN or regional peacekeeping or special political missions   ☐ Cross-border or regional project

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[1] Maximum project duration for IRF projects is 24 months, for PRF projects – 36 months.
[2] The official project start date will be the date of the first project budget transfer by MPTFO to the recipient organization(s), as per the MPTFO Gateway page.
[3] Check this box only if the project was approved under PBF's special call for proposals, the Gender Promotion Initiative
[4] Check this box only if the project was approved under PBF's special call for proposals, the Youth Promotion Initiative

Total PBF approved project budget* (by recipient organization): UN Women: $ 989,813.00
UNDP: $ 560,787.00
World Vision: $ 449, 400
Total: $ 2,000,000.00

>   **The overall approved budget and the release of the second and any subsequent tranche are conditional and subject to PBSO's approval and subject to availability of funds in the PBF account. For payment of second and subsequent tranches, the Coordinating agency needs to demonstrate expenditure/commitment of at least 75% of the previous tranche and provision of any PBF reports due in the period elapsed.*

Any other existing funding for the project (amount and source):

PBF 1st tranche (70%):	PBF 2nd tranche* (30%):	PBF 3rd tranche* (_%):
Recipients:	Recipients	XXXX: $ XXXXXX
UN Women; $692,869.10	UN Women: $296,943.90	XXXX: $ XXXXXX
UNDP: $392,550.90	UNDP: $ 168,236.10	XXXX: $ XXXXXX
World Vision: $314,580.00 **Total: $1400,000.00**	World Vision: $134,820.00 **Total: $600,000.00**	Total:

Provide a brief project description (describe the main project goal; do not list outcomes and outputs):

This project will seek to strengthen the institutional capacity of Women-Focused CSO's to coordinate their effort in sustaining peace and enhance the safety and security of women and girls in Sierra Leone. This will be done by facilitating the establishment of a coalition of Women-Focused CSOs and networks to make them work together as a collective force to prevent conflict, carry out mitigation efforts as well as promote equal participation of women before, during and after the elections. The project will adopt *a twin track approach* to enable it to achieve its goal by strengthening the coalition on one hand and supporting to lead and drive the expected change on the other hand. It will bring together core CSOs/Women-Focused organizations with requisite skills and experiences already working on peacebuilding and governance to form a strong coalition with a shared vision for sustainable peace and inclusion in 2023 general elections.

 It will support them to set up a secretariat and ensure they have necessary technical and institutional capacity to function and deliver as one coordinated entity. In addition, the project will be supporting women CSOs coalition (once established) to serve as a vehicle for joint planning, implementation, monitoring and reporting on a robust, aligned with the UN Security Council Resolution 1325 and 1820. It will promote division of labour and specialization within the coalition to ensure that members competitive advantages are recognized and utilized/maximized for the purpose of achieving an effective, efficient, and coherent outcomes and impact. This collaboration will enhance advocacy, influence policy and mobilise voices and pooling of funds for the prevention of conflict and improve women participation in politics. It will discourage working in silos as bridges will be created between national and sub-national CSOs and groups to ensure mentorship and coaching for cross learning among CSOs and inter-generational exchanges between the older and younger generation. Tailor-made capacity buildings will be conducted on relevant themes including fundraising and 1325 and its provision for the group to enhance their advocacy to relevant state and non-state actors such as the police and the judiciary. The project will document and share lessons learned to contribute to the national, regional and global body of knowledge and possible replication. Forge partnerships, with relevant government and non-governmental organizations/partners ranging

from policy makers, the executive, the security sectors, formal and informal institutions including traditional, religious as well as men, youth organizations and marginalized groups.

Summarize the in-country project consultation process prior to submission to PBSO, including with the PBF Steering Committee, civil society (including any women and youth organizations) and stakeholder communities (including women, youth, and marginalized groups): The project team had robust consultations with different national, regional, provincial, district and local stakeholders. Here is a summary of the consultations with CSOs and government organizations:

1. **Women-Focused CSOs:** Various consultations were undertaken between April and September 2022 both at community and national levels, before and during the development of the concept note/full proposal. Relevant information was collected about the conflict, current interventions and responses, priorities of CSOs and strategies and approaches that have worked as well as innovations. Between the 2nd and 12th of August 2022, consultations with CSOs at national, sub-national and local levels were conducted in conflict zones such as Bombali, Pujehun, Kono, Western area Rural and Western area Urban, respectively, these consultations were done to ensure national ownership and greater inputs regarding grassroots mobilizations and priorities. The CSOs provided valuable inputs on critical challenges facing CSOs working on women's peace and security/peacebuilding issues, and women's political participation/elections issues. They also shared their key priorities and aspirations in enhancing programmes and projects towards an effective localization and gender-responsive women's peace and security agenda in Sierra Leone in 2023 general elections. The team also held another consultation and validation exercise on 4th August 2022 in Bombali with the women CSOs after responding to the feedback on the draft proposal from PBF secretariat, they validated the importance of creating a coalition that could become a movement for peace and democracy in Sierra Leone stating the collective power and influence that could come from the coalition

2. **Government Ministries, Departments, and Agencies**; The recipient organizations also held consultations with the relevant government ministries, departments, and agencies. The consultations with the Minister of Gender and Children's Affairs and her team on 28th July 2022 helped to shape the choice of interventions in the proposal; particularly in promoting normative frameworks including advocating for the GEWE bill during the project implementation towards speedy passage of the bill as a strategy for greater inclusion of women in the coming elections. The minister also gave her commitment towards the proposal development process as well as signing and approving the project. In addition, consultations were held with the Executive Secretary of the Independent Commission for Peace and National Cohesion on 28th July 2022. Inputs were provided and linkages established with the commission's strategy to ensure effective leveraging and layering of activities and outcomes.

Project Gender Marker score[5]: _GM3__
Specify % and $ of total project budget allocated to activities in pursuit of gender equality and women's empowerment: 100%, the entire $2,000,044 total project budget, will be allocated to GEWE.
Briefly **explain through which major intervention(s) the project will contribute to gender**

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[5] **Score 3** for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women's Empowerment (GEWE)
Score 2 for projects that have gender equality as a significant objective and allocate between 30 and 79% of the total project budget to GEWE
Score 1 for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE)

equality and women's empowerment [6]:
The project will contribute significantly to Gender equality and the empowerment of women and girls as it is geared towards promoting women participation in politics, peace initiative to sustain peace and mitigate violence against women and girls. This will be done by empowering Women-Focused CSOs and groups. These efforts will be undertaken through the project intervention phases; starting with the Pre-election period (i.e., between January and June 2023), the project will, through the coalition of the CSOs, promote and reinforce women's movement role in conflict prevention, and peacebuilding during elections. The project will support advocacy and planning with the Ministry of Gender and key stakeholders towards the commencement of the review of the current National Action Plan on 1325.

1. **Gender Disaggregated Data and Women-Focused CSOs Mapping:** Gender disaggregated data will be collected to guide planning and implementation as well as effective targeting. Furthermore, to ensure the achievement of the objective of building a formidable Women-Focused Coalition, the project will carry out mapping and profiling for women-focused CSO organizations including feminist and youth-led organizations, identify their unique strengths, sphere of influence, gaps and ability to address conflict prevention and mitigation, as well as women's political participation in the 2023 general elections. Information gathering will also help to develop tailor-made institutional and technical capacity building and trainings. The CSOs will include those working at grassroots level.

2. **Women's Institutional Movement Building:** To address the identified lack of shared vision, fragmentation/working in silos and limited outcomes, the project will facilitate the establishment of one umbrella coalition of Women-Focused CSOs/movement working on conflict prevention and political inclusion/governance. There will be interventions to strengthen the systems and structures of the CSOs coalitions helping them put in place strong governance structure to sustain their work, policy influencing and interventions in line with feminist principles, management principles and internal capacity building between organizations of various levels and competencies.

3. **Gender Tools Development and Trainings:** Relevant working tools will be developed for women's coalitions to facilitate bonding, and joint programming/interventions. Specifically, the project will develop a "*Working Together Toolkit*" to help enhance the knowledge and skills of the coalition members in working to push a single agenda and specifically on the 2023 elections. During the entire cycle of the elections, the project will carry out various relevant capacity building trainings and mentorship programmes for the Women-Focused coalition. Women candidates will be also trained and supported to develop their campaign messages and manifestoes. Moreover, other capacity building activities will include supporting elected women to contribute meaningfully and navigate government processes and platforms in a peaceful and inclusive manner in a gender responsive manner.

4. **Community mobilization, media sensitization and advocacy for gender-responsive policy influencing**: the project will promote inclusion and support women participation and representation through advocacy campaigns and media channels. The GEWE Bill will be popularized as a critical tool for increasing women political participation in the 2023 elections citing relevant provisions in the Bill; town hall meetings will be organized; peace rallies and road shows will be undertaken to sensitize citizens at national, sub-national and local levels on the need for women's inclusion in the process of conflict prevention and recovery. The project

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[6] Please consult the **PBF Guidance Note on Gender Marker Calculations and Gender-responsive Peacebuilding**

will also work with media organizations to address issues of hate speech, bullying, cybercrime, misinformation against women during the elections; information hubs will be enabled and activated.

5. **HeforShe:** special focus will be given to the engagement with male champions (men and boys). Efforts will be made to identify men and boys who had contributed to conflict prevention and peace processes in the past to support the sensitization and advocacy for women's participation and peaceful elections. They will be also mobilized to sensitize other male counterparts on GBV, including violence against women in elections, support for the GEWE Bill, Popularizing the Male involvement Strategy advocacy to political parties for symbol awarding to women aspirants and funding support towards their campaigns. Engagement will also be solicited with traditional leaders within communities to sustainably address negative socio-cultural norms that impede effective women participation in elections, conflict prevention and peacebuilding.

6. **Counseling, Psycho-social Support and Access to Justice:** Conflict and various types of violence have a deep impact on the mental health of women. To address these challenges, the project will leverage the platform of the SGBV centers in different districts in Sierra Leone to provide psycho-social support.

7. **Documentation and Communication for Sustainability and Expansion:** The approach of working through women's coalition to address peacebuilding, issues of conflict prevention, mitigation and inclusion will be documented as case study to demonstrate the value of sustaining women's CSOs and working together for impact, sustainability and future replications. Deliberate effort will be made to create women-space which enables them to tell their stories. These stories will eventually be pulled together as legacy product and shared to help inspire younger women peacebuilders and serve as reference documents for educational and mentoring purposes in and beyond Sierra Leone.

Project Risk Marker score[7]: 1	
Select PBF Focus Areas which best summarizes the focus of the project *(select ONLY one)*[8]: If applicable, SDCF/**UNDAF outcome(s)** to which the project contributes: Priority Area 2: Building and/or strengthening national capacities to promote coexistence and peaceful resolution of conflict, Conflict Prevention /Management **Sustainable Development Goal(s) and Target(s)** to which the project contributes: The project will contribute to SDG 6 and 16 (targets 16.1, .3, .7) SDG5 (targets 5.1. 2)	
Type of submission: ☒ **New project** ☐ **Project amendment**	**If it is a project amendment, select all changes that apply and provide a brief justification:** **Extension of duration:** ☐ Additional duration in months (number of months and new end date):

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[7] **Risk marker 0** = low risk to achieving outcomes
Risk marker 1 = medium risk to achieving outcomes
Risk marker 2 = high risk to achieving outcomes
[8] **PBF Focus Areas** are:
(1.1) SSR, (1.2) Rule of Law; (1.3) DDR; (1.4) Political Dialogue;
(2.1) National reconciliation; (2.2) Democratic Governance; (2.3) Conflict prevention/management;
(3.1) Employment; (3.2) Equitable access to social services
(4.1) Strengthening of essential national state capacity; (4.2) extension of state authority/local administration; (4.3) Governance of peacebuilding resources (including PBF Secretariats)

Sustainable Development Goal(s) and Target(s) to which the project contributes:
The project will contribute to SDG 6 and 16 (targets 16.1, .3, .7) SDG5 (targets 5.1, 2)

Type of submission:	If it is a project amendment, select all changes that apply and provide a brief justification:
☒ New project ☐ Project amendment	**Extension of duration:** ☐ Additional duration in months (number of months and new end date): **Change of project outcome/ scope:** ☐ **Change of budget allocation between outcomes or budget categories of more than 15%:** ☐ **Additional PBF budget:** ☐ Additional amount by recipient organization: USD XXXXX **Brief justification for amendment:** *Note: If this is an amendment, show any changes to the project document in RED colour or in* *TRACKED CHANGES, ensuring a new result framework and budget tables are included with clearly visible changes. Any parts of the document which are not affected, should remain the same. New project signatures are required.*

PROJECT SIGNATURES:

Recipient Organization(s)[9]	Representative of National Authorities
Name of Represent... Setcheme Mongbo... Signature::: Name of Agency: UN Women... Date & Seal:	Name of Government Counterpart: Honorable M... Signature... Title: Min... of Gender and Children's Affairs, Sierra Leone Date & Seal
Recipient Organization(s)	**Recipient Organization(s)**
Name of Representative: Pa Lamin Beyai Signature: Name of Agency: UNDP, Sierra Leone Date & Seal:	Name of Representative: Mr. Sagane THIAW	National... Signature: Name of Agency: World Vision International Sierra Leone Date & Seal:

[9] Please include a separate signature block for each direct recipient organization under this project.

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Head of UN Country Team	Peacebuilding Support Office (PBSO)
Name of Representative **Dr. Babatunde Ahonsi** *Signature:* ... *Title: Resident Coordinator UN Sierra Leone* *Date & Seal:*	Elizabeth Spehar *Signature:* Assistant Secretary-General for Peacebuilding Support *Date & Seal:* 20/12/2022

I. Peacebuilding Context and Rationale for PBF support (4 pages max)

a) A summary of **conflict analysis findings** as they relate to this project, focusing on the driving factors of tensions/conflict that the project aims to address and an analysis of the main actors/ stakeholders that have an impact on or are impacted by the driving factors, which the project will seek to engage. This analysis must be gender- and age-responsive.

Sierra Leone was devastated by an 11-year civil war that ended in 2002 leaving over 50,000 dead and millions of properties destroyed [10]. Several reasons had been given for the civil war which includes leadership failure, bad governance, corruption, mistrust, and economic hardship. There were a lot of systemic inequalities around access to resources, particularly natural resources and widening gap between the political elites and the masses, unemployment, and access to land. The resultant effect was devasting and impacted women and girls disproportionately as many were physically and sexually abused. The Truth and Reconciliation report noted that "Women and girls became targets for abuse in the brutal conflict in Sierra Leone. They suffered abductions and exploitation at the hands of their abductors. Their vulnerability was exploited to dehumanize them. Women and girls were raped, forced into sexual slavery, and endured acts of sexual violence. Many suffered mutilations, torture, and a host of other cruel and inhumane acts"

Current trends have indicated that the conflict drivers identified by the TRC are still prevalent today. Reports have indicated heightened tension and conflict between political parties leading to the 2023 national elections[11]. In mid-2019, Sierra Leone dropped 10 places below the Global Peace Index and is one of the five sub-Saharan countries rated as the worst countries deteriorating in stability. Several factors have been associated with this ranging from political polarization[12] around ethnicity, misinformation, patrimonial and corrupt government systems, and marginalization of rural communities[13], Observer reports of the European Union in 2018 elections indicated incidents of political oppression of opposition, use of excessive force from the Sierra Leone Police and exclusion of youth and women that heightened tensions during the elections

The electioneering process has also been identified as a major cause of tension, mistrust, and lack of confidence in state institutions, particularly the Electoral Management Body (EMB), the Judiciary and the security sector. The belief that politics is a 'must win game', 'the winner takes all syndrome' and the politics of victory against all odds politics increases conflict and impede national peace and social cohesion. The lack of accommodation of dissident views have been a perennial conflict trigger in the body politics of Sierra Leone. Women have been devasted by the 11-year conflict and continue to face so many violations resulting from elections, tensions between youth and state actors that has hampered their livelihoods and the attainment of their rights. While women account for over 50 percent of the total population in Sierra Leone, they occupy less than 20 percent of elective and appointive positions. Their voice, visibility, participation, and representation in elective and appointive positions remain very low compared to men.

While the role of women in politics and decision making is not a new phenomenon in the sociopolitical development of Sierra Leone and supported constitutionally, (women have the legal right to be involved in politics; vote in elections, and to be members of parliament or even become

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[10] https://en.wikipedia.org/wiki/Sierra_Leone_Civil_War
[11] When Emerging Democracies Breed Violence: Sierra Leone 20 Years after the War (December 2020)
[12] BTI 2020: https://bti- project.org/fileadmin/api/content/en/downloads/reports/country_report_2022_SLE.pdf
[13] When Emerging Democracies Breed Violence: Sierra Leone 20 Years After the Civil War (December 2020, ACCLE, WANEP and Clingendael)

ministers or cabinet ministers: Act No. 6 of 1991, Chapter/111, sections 15 and 27), in practice, women of Sierra Leone have been restricted by many factors and forces - cultural, structural, and material, which circumscribe their access to and participation in politics and decision-making at various levels of society. Yet, equitable access to politics and decision making are critical for the post conflict reconstruction of Sierra Leone. In particular, the re-emerging democracy, which embraces good governance, requires that the men and women who form that society are not just represented in government but are also equitably included in the systems and structures of governance. Some of the root causes includes unequal power relations between men and women, lack of economic independence, entrenched customs and traditions, political violence and reprisals, inadequate legislative frameworks. Politically, women's marginalization in elective and appointive positions in Sierra Leone is less desired as women currently only make up 12% of members in parliament, 13.8% in the cabinet, even though they represent 50.8% of the population and 52% of voters[14]. The UN Women unpublished '*Report on the Violence Monitoring and Response Systems on Enhancing Women's Participation in the Democratic Process and Promoting Peace and Security in The Forthcoming Elections in Sierra Leone, 2018*'[15] reveals that in the months leading up to the elections, there were reports of various forms of violence; physical violence/assault against aspirants/candidates, election monitors and their family members; sexual violence against a community member who aligns with different political affiliation; threats resulting in psychological traumas and wellbeing. A few instances of violence had an impact on women, particularly on women candidates. Monitoring groups also cited women being attacked, sometimes sexually, during political rallies. EC-SL officials have noted at least one example of women NEC officials being attacked by political party supporters[16]. Women candidates also faced a lot of virtual abuse, name-calling, cyberbullying and slut-shaming and others.

Women have played critical role in harnessing peace during the 11 years war. They contributed to bringing democratic rule in the country and to the restoration of peace. In 1995, the Sierra Leone Women Movement for Peace in collaboration with other women's groups galvanized support for democracy through the Bintumani one and two, calling for elections before peace and negotiating with rebel leaders [17]. These conferences were held with relevant stakeholders, government, CSOs, traditional leaders, women groups, from national and sub-national levels The consultations contributed to the conduct of four successful general elections (2002, 2007, 2012 and 2018). Their active involvement through the Elections Situation Room (ESR) in the 2012 and 2018 as a crucial conflict prevention and conflict resolution mechanism have reinforced the pivotal role that women play in peacebuilding. They mobilize women and youth organizations to strategies and respond to election related issues. They worked with law enforcement agencies and the electoral management bodies to enhance participation in elections and supported the peaceful environment. They mobilize women and showcase their ability to promote preventive measures to ensure that the elections took place in a manner that fostered inclusion and participation. They have also been very vocal in promoting women's participation in public life by mobilizing women to vote and be voted for, monitoring elections, promoting reconciliation and peaceful coexistence. The Women Situation Room played a key role in monitoring, preventing and mitigating elections related conflicts during the 2012 and 2018 general elections. Relying and drawing inspiration from UN Security Council resolution (S/RES/1325) on women and peace and security passed in October

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[14] Assessment of the African Union Continental Result Framework on resolution 1325 and 1820

[15] UN Women (Un Published) Report on the Violence Monitoring and Response Systems on Enhancing Women's Participation in the Democratic Process and Promoting Peace And Security in The Forthcoming Elections in Sierra Leone, 2018'

[16] https://www.ecoi net/en/file/local/1438389/1226_1531809219_eu-eom-sl-2018-final-report-3.pdf

[17] Accord : An International Review of Peace Initiatives: Women Building Peace https://rc-services-assets.s3.eu-west-1.amazonaws.com/s3fs-public/Women_building_peace_Accord_Insight_1.pdf

2000, women CSOs have contributed to women political participation, actively demanding affirmative action for equal representation in all spheres of life and advocating for legal reforms that promote and protect women's rights. Efforts in Sierra Leone's security led to the demand for at least 20% women in the police sector and have continued to push for the passing into the law the GEWE bill which seeks to guarantee 30 representations for women in political and economic spaces. An emerging wave of young feminist groups such as Girl Empower Sierra Leone, Girl-Up initiative have become critical thought leaders in influencing behaviors, practices and shaping ideologies for promoting women's participation in politics and in protecting women and girls from gender-based violence. Leveraging on media platforms, they have contributed to shaping the social media platforms to promoting girls' leadership and voice in political and public spaces.

Despite these efforts in promoting equal participation in sustaining peace and mitigating conflict in Sierra Leone, Women-Focused group have not been able to galvanize the critical mass needed to influence peacebuilding initiatives in the county[i] and in the enactment of framework that could enhance equal representation in politics. Studies have indicated that women are fragmented and only organized on an ad hock basis and lack organizational skills needed to influence national priorities and mitigate conflict[ii]. Additionally, women's influence in advancing WPS has been challenged by the lack of evidence and data of WPS issues in the country. Evidence to support policy decision making is done on a periodic basis, especially during the elections where UN Women established the Women situation room. This has not been sustained, despite its impact in informing policy decision making. Additionally, there are no monitoring and tracking framework and structures that will inform the collection of data on the various rights violations before, during and after elections.

 Lack of institutional capacities to coordinate[iii], inadequate access to finance initiatives and lack of coordinated advocacy framework[iv] hampers the participation of women in governance architecture to address violence against women and girls in in sustaining peace. According to Beoku-Betts, the emerging women's groups and movements have limited knowledge of the Women Peace Security agenda and skills required to influence critical decisions in peacebuilding. There is limited awareness of the Sierra Leone National Action Plan on resolution 1325 and 1820 that defines the framework for women's participation in conflict prevention and conflict management. An assessment of the impact of the UN Resolution 1325 and 1820 indicated limited impact in the lives of women showing a downward trend in the representation of women in the Judiciary and the police. The report also indicated limited involvement of women in the implementation of the strategic document. Women-led organizations such as Eminent Women Peace Moderators Sierra Leone (EWPMSL), Women's Forum Sierra Leone Sierra Leone and Market Women's Association have gained respect from the communities and the government for their experiences and leadership in galvanizing themselves around certain issues that affect the country. However, their capacities and outreach remain limited and is not inclusive of rural women's interests and needs. The engagements are currently happening in silos, and they have limited collective planning and coordination towards creating larger impact for women and addressing possible violence against women which could arise as part of the elections. Additionally, norms and practices in Sierra Leone have contributed to women adopting behaviors and practices that limits their confidence to participate in political processes

The civil society landscape in Sierra Leone is vibrant, working at the national and subnational levels on various thematic issues. Women CSOs had been active in championing change in the country's transition from dictatorship and war to peace and democracy. Women led CSOs were a driving force behind the Lomé Peace Accord and the establishment of the Truth and Reconciliation Commission. They have also been very vocal in promoting women's participation in public life by

mobilizing women to vote and be voted for, monitoring elections, promoting reconciliation and peaceful coexistence. To mention a few the women situation room with support from donors, UN Women supported the setup of the Women Situation Room in Sierra Leone Established by the Angle Brooks International Centre (ABIC) which was used to mobilize the expertise and experiences of women to prevent and mitigate potential conflicts before, during and after the 2012 and 2018 elections. They mobilize women and youth organizations to strategies and respond to election related issues. They worked with law enforcement agencies and the electoral management bodies to enhance participation in elections and supported the peaceful environment. They mobilize women and showcase their ability to promote preventive measures to ensure that the elections took place in a manner that fostered inclusion and participation. The Women Situation Room played a key role in monitoring, preventing and mitigating elections related conflicts during the 2012 and 2018 general elections.

The role of CSOs and women groups in the prevention of conflicts, peacebuilding and promotion of women's political participation have been monumental and well documented in Sierra Leone. Their response to the civil war, the peacebuilding processes and democratic governance has been prominent in ushering in a democratically elected government. Their active involvement through the Elections Situation Room (ESR) in the 2012 and 2018 as a crucial conflict prevention and conflict resolution mechanism have reinforced the pivotal role that women play in peacebuilding. Relying and drawing inspiration from UN Security Council resolution (S/RES/1325) on women and peace and security passed in October 2000, women CSOs have contributed to women political participation, actively demanding affirmative action for equal representation in all spheres of life and advocating for legal reforms that promote and protect women's rights. For instance, efforts in Sierra Leone's security led to the demand for at least 20% women in the police sector and have continued to push for the passing into the law the GEWE bill which seeks to guarantee 30 representations for women in political and economic spaces. Despite this policy and programmatic efforts with over 50% population of female in Sierra Leone, women's leadership in peacebuilding is yet to translate into concrete actions that will see an increase in the percentage of female political appointees and representatives in parliament. This exclusion of women is deeply rooted stereotypes and entrenched patriarchy.

It is worth mentioning that the country adopted relevant normative framework including CEDAW, Beijing Platform of Action, UN Resolution 1325 and established several democratic institutions such as the Human Rights Commission of Sierra Leone, National Commission for Democracy, National Civic Education Council, the Ministry of Gender and Children Affairs, the Independent Commission for Peace and National Cohesion to ensure that the country continues to make significant strides towards promoting citizens participation in governance processes, civic responsibility, and accountability. Successive governments have reiterated the fundamental mutually reinforcing concepts of human rights, democratic governance, and economic prosperity for national development. Notwithstanding these efforts, there here is still remnant of political tensions from political parties, political violence, disunity, social in cohesion, exclusion of women from political participation at national and sub-national levels intensifying ethnicity and division to gain votes. This became evident in the recent August 10th, 2022, violent protests between civilians and the security apparatus leading to gruesome deaths of six police personnel and 21 civilians.

Recently, the Electoral Commission of Sierra Leone (EC-SL) has shared the voter registration timeline which will span from September to October 2022. Also, EC-SL announced the date for the elections which will be held on the 24th day of June 2023. The Public Elections Bill 2022 has been signed into law which sets the platform for the conduct of the 2023 elections. CSOs and

women groups have started sensitizing citizens on the need for them to register, whilst a few had also been engaging political parties to support women candidature. However, the engagements are currently happening in silos, there a limited collective planning and coordination towards creating larger impact for women and addressing possible violence against women which could arise as part of the elections. During the focus group discussions with CSOs and women groups as part of the proposal design of this PBF proposal, participants shared their fears regarding the possible outcome for women candidature in the 2023 elections and categorically suggested that the inherent fragmentation of women's movement and groups promoting women's political participation and those addressing conflict prevention and peacebuilding must be addressed to make a change. Part of that process will include forging a strong and formidable alliance among the groups at national, district and community levels, providing relevant tools for them to work among others.

At the in-persons consultations, further enquiring into the issue of fragmentation shows that a lot of Women-Focused CSOs in Sierra Leone work in isolation; they plan and implement their programmes without linkages and coordination with others working on similar thematic areas. There is also a lot of duplication of activities and interventions with several CSOs working in same locations while other locations are left unattended. Most of the CSOs only work at the national level without linking up with what others are doing at the district and village levels. The lack of a strong national multisectoral plan, able coordinating body and formal mechanisms of collaboration and information-sharing has gravely impacted programme outcomes and the sustainability of the women's initiatives and work. As a result, there are severe gaps in the overall approach to addressing women's political participation and representation, ending violence against women and girls and conflict prevention and peacebuilding. This has also led to limited programme reach especially from the national to the sub-national, programme outcomes, impact and sustainability. In addition, consultations revealed that there is CSOs rivalry because of limited funding space amidst the criticism of the heavy focus on projects and programmes at the national level. Women-focused CSOs have continued to condemn the chronic under-investment of funding to tackle the structural causes and consequences of gender inequality in women's peace and security areas, they lack the foresight of working together and leveraging expertise. This gap has even reduced their influence in engaging with the government to influence decision, polices and laws.

The UN WOMEN's 2019 Study on '***Women's Movement in Sierra Leone'*** revealed that women CSOs are often characterized as being '***elitist'*** for focusing their concentrations on educated women rather than on the needs of ordinary women at grassroots level. The focus group discussions further revealed that the interventions focused only on Freetown (the capital of Sierra Leone) with minimal targeting of women in the provinces and remote communities. In addition, the fact that interventions were often ad hoc and short-termed were strongly criticized as such interventions do not lead to the long-term transformation of norms, values, and practices towards gender equality, women's participation in elections and peace processes. The loss of voice and agency (their right to be heard and exercise their voice and control) of marginalized groups and key populations was also criticized. The study also found the need for inter-generation exchanges among older and younger women through deliberate skills transfer, internships, and other recruitment opportunities. Finally, the study recommended the need for inter-CSOs learning and sharing, including collaboration, to strengthen and sustain the women's movement.

It is in view of this analysis and gaps that the UN Women, UNDP, and World Vision proposal is seeking to implement the **project** to promote and sustain Women-Focused CSOs, facilitate shared objectives, joint planning, and monitoring for women political participation, conflict prevention and peacebuilding during the next general elections in 2023 in Sierra Leone. If a formidable

coalition is formed/maintained to work together before the elections more women will actively participate as voters and candidates, their mandates will be protected, joint and massive engagements could reduce hate speeches, bullying and promote tolerance for women candidates and supporters. Violence against women in the elections will reduce, collaboration with counselling centers and referral services for women will improve as well as access to justice. Other outcomes could be better reconciliation and mediation among aggrieved parties. The engagements with other relevant stakeholders, government, the security sector, EC-SL, PPRC, Human Rights Commission, the Judiciary will result in social cohesion. Lack of synergy among Women-Focused organizations who are the front lines during elections has impacted election outcomes hence the need to build a strong coalition for the 2023 general elections.

As part of a preparatory work towards the elections, this proposal will support Women-Focused CSOs to develop the women manifesto to address the needs of all Sierra Leonean women before, during and after the elections. This proposal will support women CSOs during the electioneering processes to enhance the effective participation of women. Women's Political participation has and continues to be the focus of Women-Focused CSOs and hence will be prioritized towards repositioning women CSOs to achieve positive outcomes for the 2023 elections in Sierra Leone. The coalition will serve as a vehicle towards joint planning, implementation, and monitoring of interventions towards conflict prevention and peacebuilding has impacted programme outcomes and impact.

The project will bring together 120 Women-Focused CSOs as primary beneficiaries which works on women political participation/governance and conflict prevention and peacebuilding at the national and subnational levels. Efforts will be made to bring diverse groups that have competencies and experiences in working on research and evidence gathering, community mobilization and sensitization, capacity building and training, policy influencing and advocacies, media relations and communications to ensure that the coalition have all the requisite knowledge and skills to address the two broad issues of women political participation and peacebuilding. The following CSOs and networks: Mano River Women's Peace Network (MARWOPNET), Women's Forum, Eminent Women Peace Mediators Sierra Leone, 50-50, Campaign for Good Governance, WANEP-SL, Youth Empowerment and Advocacy Network (SYEAN), NOW (SL), Sierra Leone Association of Women In Journalism, Young Women Leaders, All Political Parties Women's Association, Women Media groups have been identified as core CSOs and networks that will be in the coalition in view of diverse experiences, expertise and intervention coverage in the focus of the project. Some of the CSOs and networks have national and subnational bodies that can be leveraged during the entire project implementation.

These CSOs and Networks will work with relevant Government ministries, departments, and agencies, especially the Ministry of Gender and Children's Affairs, Independent Commission for Peace and National Cohesion, all Registered Political Parties, and Local Councils, given their policy oversights on several normative frameworks on Women, Peace and security and the GEWE bill. Other strategic partners who could amplify the advocacies on WPS and inclusive women participation in the elections would be identified, such as the media and social media, academic institutions, and the telecommunication industry. CSOs will also be made to interface with the groups. In addition, the project will target leaders of traditional and religious institutions to create an enabling environment to support women's participation in elections and peacebuilding processes and towards achieving the objectives of the projects.

b) A brief description of how the project aligns with/ supports **existing** Governmental and UN **strategic frameworks**[18]**,** how it ensures **national ownership**. If this project is designed in a PRF country, describe how the main objective advances a relevant strategic objective identified through the Eligibility Process

The project will contribute to the realization of Sierra Leone's Medium-Term National Development Plan 2019-23, especially to "Goal 3, which states that Sierra Leone will work towards 'A peaceful, cohesive, secure, and just society. It will specifically contribute to Cluster 5 of the National Development plan, which focuses on 'Empowering women, children, adolescents, and persons with disability active their rights. The project will contribute to the UN Resolution 1325 on Women Peace and Security agenda including Sierra Leone National Action Plan (SiLNAP) II for the Full Implementation of United Nations Security Council Resolutions 1325 (2000) and 1820 (2008) (2019-2023). It aligns and will contribute to the six pillars of the National Action Plan (NAP 11); Prevention of conflict in communities and addressing the root causes of conflicts at all levels; Protection and support of women, girls and SGBV survivors and other vulnerable persons; Prosecute and punish perpetrators of SGBV effectively and safeguard women's, adolescent's and girls' rights at all times as well as rehabilitate perpetrators; Participation and representation of women in leadership at all levels of decision-making in peacebuilding and development processes; Promote peace culture and empower communities to generate and sustain their own well-being, environmental security and early response to health emergencies; Promote effective coordination implementation monitoring and evaluation and reporting of the National Action Plan

The project supports the implementation of the UNSDCF cycle 2020-2023, specifically Outcome Area 4, on the protection and empowerment of the most vulnerable. In addition, it will support the country in realizing its commitments related to the 2030 agenda, especially SDGs 5 and 16, the CEDAW, the Beijing Declaration and Platform for Action, adopted by governments at the 1995 Fourth World Conference on Women, which sets governments' commitments to enhance women's rights including women's participation in public life and decision making.

The project adopted a very robust consultative approach to the project design and ensured that the relevant government and women-focused CSOs co-created the project. The project has been developed through a co-creation approach with key government representatives during the proposal drafting workshop. The ministry of gender and children affairs will endorse and sign off the project document on behalf of the country. The implementation of the project will be driven by national and sub national CSOs, including feminist organizations, working as a coalition, this strategy will not only ensure ownership but facilitate sustainability. The UNDP Electoral Assistance Project is focused on providing technical support to the Electoral Commission in Sierra Leone (ECSL) to conduct the 2023 elections as well as working and supporting state institutions including Electoral Management Bodies. The project will strengthen the institutional and human resource capacity of the institutions, the Police, Human Rights Commission, the Political Parties Registration Commission, Judiciary, Security Sector, Office of the National Security and other relevant agencies towards a successful implementation of the electoral process**.** The project will also support national stakeholders to strengthen their early warning and response systems to mitigate electoral related violence and build on opportunities for synergies and support legislative reforms and legal- assistance to victims among others.

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[18] Including national gender and youth strategies and commitments, such as a National Action Plan on 1325, a National Youth Policy etc.

The UN Women, UNDP and World Vision project which is focused on women-focused CSOs will leverage the UNDP Project to enhance its engagements. The enabling environment created by the UNDP project will be leveraged to amplify the work of the coalition. This project will replicate national activities implemented through the UNDP project in the project sites at subnational levels. The project will work with the UNDP to ensure that there is no duplication of efforts, it will not create new structures but build on what already exist. It will also use the opportunity created by the project to build government and CSOs synergy and interfaces.

c) A brief explanation of how the project fills any strategic gaps and complements any other relevant interventions, PBF funded or otherwise. Also provide a summary **of existing interventions** in the proposal's sector by filling out the table below.

Project name (duration)	Donor and budget	Project focus	Difference from/ complementarity to current proposal
Inclusive conflict prevention and peacebuilding (2021-2022) CORDAID and Youth Partnership for Peace and Development	PBF/$1,000,000	The Project seeks to promote greater inclusion of community, women, and youth in community dispute resolution structures	The Project will complement some of the inclusion efforts of the previous project as well as enhance the linkages and connections between the young peace ambassadors and the older women networks in some of the previous community where the Cordaid project was implemented. Gaps not addressed by the Cordaid project will be addressed, drawing on lessons learnt from their project implementation
Women Empowered for Leadership and Development (WELD) (2015-2019)	USAID/$5,280,318	The WELD Project contributed to the overall goal of increasing women's social, political, and economic rights in Sierra Leone. The project supported economic resilience and sustainability through the Savings Group (SG), an approach used by the project to improve women's economic rights.	The USAID-funded Women Empowered for Leadership and Development (WELD) program in Sierra Leone worked to empower women and advance their socio-economic and political leadership in Sierra Leone, addressing social and cultural barriers to women's civic engagement and economic advancement The WELD project was able to change community altitude, practice and increase women participation through a cocktail of message

Project name (duration)	Donor and budget	Project focus	Difference from/ complementarity to current proposal
			generation, sensitization of women through listener groups, community and media advocacies, trainings, gender budgeting, saving and digital solutions to women. The radio sensitization and advocacy contributed to the election of 59 women in the March 2018 elections (7 members of parliament, 51 councilors, one district chairperson and a mayor). Through formation of district level female aspirant caucuses, training, mentorship and engagement of female aspirants, civil society organizations, traditional leaders and elections management bodies and training of elected women, 59 women were elected in the March 2018 elections (7 members of parliament, 51 councilors, one district chairperson and a mayor). The Savings for transformation served as a vehicle for economic empowerment of women in rural areas, 361 savings groups were formed with over nine thousand members, the groups saved over $410,000 in (2018). Women used savings to educate their children, pay school levies, start income generating activities, buy farm inputs and implements and enable caregivers to access medical care. Prevention and management of gender-based violence (GBV) training organized for civil society organizations, savings group

Project name (duration)	Donor and budget	Project focus	Difference from/ complementarity to current proposal
			members, councilors, gender desk officers, Ministry of Social Welfare Gender, and Children Affairs (MSWGCA) and family support unit (FSU) staff resulted in increased number of GBV cases reported and responded to. This project will leverage opportunities that the project has created with grass root women in particular
Gender Empowerment for Social Inclusion (GESI)	USAID /$75,000	Gender-based violence and discrimination costs everyone. The GESI project addressed gender inequality by working with entire communities, women, girls, men, and boys to transform discriminatory.	The Gender Empowerment for Social Inclusion (GESI) project will complement this current project leveraging already established structures with women groups at the community levels and using available evidence generated on gender relationship, violence against and community structures for driving social cohesion
Fostering Peaceful, Credible and Inclusive Elections in Sierra Leone (2022-2024)	UNDP Core (TRAC) $1,500,000 (2022) 2023 - $2,000,000 2024 - $1,000,000	Technical support to the Electoral Commission (ECSL)	The UNDP Electoral Assistance Project is focused on providing technical support to the Electoral Commission in Sierra Leone (ECSL) to conduct the 2023 elections as well as working and supporting state institutions including Electoral Management Bodies. The project will strengthen the institutional and human resource capacity of the institutions, the Police, Human Rights Commission, the Political Parties Registration Commission, Judiciary, Security Sector, Office of the National Security and other relevant

Project name (duration)	Donor and budget	Project focus	Difference from/ complementarity to current proposal
			agencies towards a successful implementation of the electoral process. The project will also support national stakeholders to strengthen their early warning and response systems to mitigate electoral related violence and build on opportunities for synergies and support legislative reforms and legal-assistance to victims among others.

The UN Women, UNDP and World Vision project which is focused on women-focused CSOs will leverage the UNDP Project to enhance its engagements. The enabling environment created by the UNDP project will be leveraged to amplify the work of the coalition. This project will replicate national activities implemented through the UNDP project in the project sites at subnational levels. The project will work with the UNDP to ensure that there is no duplication of efforts, it will not create new structures but build on what already exist. It will also create use the opportunity created by the project to create government and CSOs synergy and interfaces |

II. **Project content, strategic justification, and implementation strategy (4 pages max Plus Results Framework Annex)**

a) A brief **description of the project** focus and approach – describe the project's overarching goal, the implementation strategy, and how it addresses the conflict causes or factors outlined in Section I (must be gender- and age- responsive).

The project will strengthen the institutional capacity of women-focused CSOs to promote equal participation of women-focused CSOs in sustaining peace and enhance safety and security of women and girls in Sierra Leone. This will be done by forging stronger alliance among women-focused CSOs and networks to make them work together as a collective women's movement to prevent conflict, carry out mitigation as well as promote political inclusion before, during and after the 2023 Sierra Leone general elections. Women-focused CSOs includes feminist organizations. The project will adopt *a twin track approach* to achieve its goal. The first phase will involve bringing together core CSOs/women-focused organizations with requisite skills and experiences and already working on peacebuilding and governance to form a strong coalition with a shared vision for sustainable peace and inclusion before, during and after the 2023 general elections. The project will support them to set up a secretariat and ensure they have necessary technical and institutional and managerial capacity to function and deliver as one entity. The second phase will be focused on sustaining women CSOs coalition to serve as a vehicle for joint fundraising, planning, implementation, monitoring and reporting for a robust and sustainable peace and inclusion agenda before, during and after the 2023 elections for Sierra Leone. The project will promote division of labor and specialization within the coalition to ensure that member's competitive advances are recognized and utilized, across geographic levels, for the purpose of achieving an effective efficient and coherent peacebuilding outcomes and impact from a feminist perspective.

The project will adopt the underlisted and elaborated strategies towards the achievement of it goals and outcomes

1. **Evidence Gathering and Knowledge Management:** Although there are some of information regarding women-focused CSOs and networks in conflict prevention and peace building activities in Sierra Leone there are still gap in information regarding how they have worked together either as a network or in a consortium, benefits of their collaboration. In view of these gaps, the project will map women-focused CSO organizations, identify their unique strength and spaces for influencing peace in Sierra Leone including how they have work together to address conflict prevention, mitigation as well as women's political participation, election violence in the 2012 and 2018 elections in addition to resources management and mobilization. The process of information gathering will help identify who has been leading and successful in undertaking various areas of research and assessment, capacity building, community mobilization/civic education, advocacy and policy influencing, capacity building and training, counseling and referral, access to justice and services, monitoring and evaluation and documentation and communication. This exercise will help develop a 'power and influence matrix 'to maximize CSOs work and collaboration and leveraging of technical, material, and other resources for an impactful and sustainable peace prevention/mitigation in Sierra Leone as well as promote promotion and protection of women in before, during and after the elections. The project will ensure the full participation of grassroots as well as feminist and girl-led groups.
2. **Coalition and Movement Building:** In line with available evidences and validation by women focus CSOs to (during the consultations and proposal) that coalition/movement building can help take to greater scale the outcomes and reach of conflict prevention and

peace building before, during and after the Sierra Leone general elections, this project will seek to build coalition/movement by providing institutional and technical support to the groups to effectively set up the coalition, support development in line with well-articulated terms of reference, and standard operation procedure (SOP). The coalition/network will be supported to set up a functional secretariat by leveraging existing CSOs spaces, provision of working tools, among others. Despite several investments by development partners in building the capacity of Women-focused CSOs, there still exist institutional and technical capacities gaps in their planning, implementation, reporting, and poor coordination and networking among CSOs. These gaps have resulted in poor performance, limited coverage, inclusion, and coordination of rural women at the sub-national levels. The project will strengthen the institutional and technical gaps to address these issues. In addition, it will develop SOPs for the coordination platforms to guide their interactions and governance structures. Activate existing information hub/platforms or help create one where it does not exist to support them and facilitate increased information sharing among members of the coalition and other relevant groups. The project will also strengthen the coalition's administrative procedures and systems and develop training manuals and tools. Furthermore, the project will train coalition members on how to design and develop plan, use Information Communication and Technology, diversify their funding streams for WPS and resource mobilization, project management and gender budgeting. Finally, the project will train the coalition members on how to carry out advocacy and policy influencing

3. **Partnership and External Collaboration:** One key challenge woman focused CSOs faced was limited partnership and collaboration with strategic partners for project implementation and funding. The situation is even worst for CSOs working on women's peace and security as security and peacebuilding are still highly perceived as the government's sole responsibility. While some donor agencies have been supporting the Women, Peace and Security Agenda, the funding deficit is still substantial, with an almost zero contribution from the private sector. This project will therefore strengthen the partnership and collaboration between women-focused CSOs and strategic partners at the national and sub-national levels. It will link and connect women-focused CSOs with relevant government ministries, departments, agencies, development partner groups, and private sector organizations, especially those providing technological solutions at national levels. At the sub-national level, the project will strengthen the partnership between women-focused CSOs and traditional and religious institutions, working with them to provide the enabling environment for women's participation and decision-making in relevant communities' structures and platforms. Additionally, the project will encourage partnership with traditional and social media organizations to promote the Women, Peace and Security Agenda, ending violence against women in elections, amplifying women's voices, advocating for relevant policies and laws: GEWE Bill, Cyber and Security Bill etc.

4. **Communication and Visibility:** Women-focused CSOs' communication strategies, especially those in the urban areas, often do not address those in the rural areas. Also, the public is not informed enough about the WPSA, which often leads to denial of rights and discrimination. The project will develop a communication and visibility plan to ensure more robust communication and visibility of the project. Because of this, the project will develop user-friendly Information, Education and Communication (IEC) materials. In addition, the project will leverage various media platforms (radios, TVs, and social media) to disseminate and amplify women's voices on peace, security agenda and peacebuilding. The project will

also use the media to address discrimination and stereotypes often perpetuated against women during the electioneering period. Messages on inclusive electioneering, peaceful coexistence, and non-violence will form part of the communication interventions.

5. **Monitoring, Evaluation, Learning and Result Management:** Project monitoring and evaluation is a major challenge for women-focused CSOs as many do not have the financial capability to hire monitoring and evaluation personnel. Often, the CSOs deploy other staff to function as M&E. As a result, many activities and interventions are not adequately monitored and evaluated. In addition, the lack of tracking and learning leads to poor project accountability and management. To address these gaps and ensure project interventions are adequately tracked and learnings documented, an M&E plan will be developed, capturing baseline survey, midterm, and project final evaluation.

The Implementation Modalities: The recipient organizations will adopt direct and indirect implementation modalities.

Direct Implementation: Agreed large-scale activities will be implemented directly by the recipient organizations in line with the agreement with the target audiences. These activities will include nationwide fora, advocacies, trainings, and capacity building.

Granting and Indirect implementation: The recipient organizations will award grants to selected Women-focused CSOs in the coalition based on their areas of competences, expertise and experiences. From the initial mapping, a total of ten organizations have been identified to be able to drive 'cluster activities': research and evidence gathering, mobilization and sensitization, advocacy and policy influencing, tool development and capacity building, Access to Justice, communication and communication as well as monitoring and evaluation. To this end, the following identified organization; *Mano River Women's Peace Network (MARWOPNET), Women's Forum, Campaign for Good Governance, WANEP-SL Youth Empowerment and Advocacy Network (SYEAN), NOW (SL), 50-50, Sierra Leone Association of Women in Journalism, Young Women Leaders, Market Women Organization, All Political Parties Women's Association, Women Media groups.* The ten or more organizations will be supported to target at least 120 Women-focused CSOs groups and CBOs at national and sub-national levels and work with them to ensure joint planning, implementation, and reporting of activities. Coherence will be forged through the platform of the coalition as it will be in the "clearing house" for agreeing who does what, where. The collective and individual terms of references will clearly spell out roles and responsibilities as well as who takes the lead on thematic areas: research and evidence gathering, capacity building and training, policy influencing and advocacy, monitoring and evaluation will be allocated to different CSOs based on competencies, expertise, and experience.

b) Provide a **project-level** '**theory of change'** – explain the assumptions about why you expect the project interventions to lead to changes in the conflict factors identified in the conflict analysis. What are the assumptions that the theory is based on? Note, this is not a summary statement of your project's outcomes.

If (1)A Coalition of Women-focused organizations and networks working on conflict prevention, peacebuilding and participation of women is formed; and If (2) The Coalition and its members are capacitated to drive a coherent and an inclusive implementation strategy on conflict prevention and participation of women and girls before, during and after the elections across national and sub-national levels in Sierra Leone; Then (3) more women and

girls, as individuals and organizations, will participate meaningful and make sustainable contribution to peacebuilding and elections.

(Note: Change may happen through various and diverse approaches, i.e., social cohesion may be fostered through dialogue or employment opportunities or joint management of infrastructure. The selection of which approach should depend on context-specific factors. What basic assumptions about how change will occur have driven your choice of programming approach?)

c) **Provide a narrative description of key project components** (outcomes and outputs), ensuring sufficient attention to gender, age and other key differences that should influence the project approach. In describing the project elements, be sure to indicate important considerations related to sequencing of activities.

Use Annex C to list all outcomes, outputs, and indicators.

The project outcomes and outputs are listed as follows.

Outcome 1: Women-focused CSOs Coalition are coordinated and have the requisite capacity to promote women participation in peacebuilding and elections in Sierra Leone.

The key interventions and components of work for this outcome is to enhance the institutional capabilities of the women-focused CSOs to better plan, organize and organize themselves to better respond to conflict prevention, mitigation and violence-free elections that allows women, young girls and feminists to participate actively before during and after the 2023 elections across national and sub-national levels. A range of relevant activities will be undertaken, including mapping, and conducting appropriate assessments to determine the strength and value addition of members, and structural leadership of the group. Efforts will be made to provide relevant knowledge, skills, and technological tools to assure their functionalities. The various outputs and planned activities are outlined below. There will also be a lot of promotion of normative frameworks on WPSA women's political participation/election towards improving CSOs' capacity to implement, monitor and report on resolution 1325 and other frameworks

Output 1.1: Coalition of Women-focused CSOs working on conflict prevention/mitigation and meaningful participation of women established and functional

1.1.1 Map and profile organizations working on conflict prevention, mitigation and women participation and elections, and develop a 'power and influence matrix' to show the diverse, unique strengths and influence each CSO is bringing into the coalition.

1.1.2 Provide TA to set up a national secretariat with sub-national structures for the coalition and develop a TOR, SOP, (administrative procedure, organizational structures, and systems) to help put in place governance structure and officially launch the coalition.

1.1.3 Develop a 'Working Together Manual and Toolkit' to enhance and promote shared vision, synergy, linkages, and joint engagements among coalition members.

1.1.4 Support regular consultations, meetings and interaction of the coalition members for planning, review/assessment of progress, and monitoring and report on the health of the coalition.

1.1.5   Support the setup/maintenance of a functional 'Information Hub" for the coalition to facilitate there day to day activities (WhatsApp groups, data and internet connectivity and others)

1.1.6   Train women-focused CSOs in tracking, monitoring, and advocating for SILNAP financing.

Output 1.2:   Technical capacity of Women-focused CSOs coalition on a range of normative frameworks, messaging, advocacy, ICT and other requisite knowledge and skills enhanced

1.2.1   Conduct training for 120 members of the coalition using the 'Working Together Manual and Tool Kit'

1.2.2   Conduct a TOT for coalition members on relevant normative frameworks; UN Resolution 1325, Beijing Declaration and Platform of Action, Public Elections Act, Cyber Security and Crime Act 2021

1.2.3   Train Coalition on CEDAW provisions with emphasis on VAW/referrals and existing peace mediators to effectively prevent and mediate peace

1.2.4   Train coalition members on message development, advocacy and policy, communication, ICT, and report writing, photography and media (traditional and social media) including amplifying local women's voices through community radios to host and generate programs on various media platforms

1.2.5   Introduce a structured mentoring and coaching for the coalition members and between older and younger women groups.

1.2.6   Train members on programme management, proposal writing skills, financial literacy, fund diversification, and donor reporting as part of sustainability.

1.2.7   Strengthen market women associations to use basic technologies and *loumah* (public market days) platforms to promote peace as well as garner support for women's and girls' participation during the elections.

Output 1.3: Women-focused CSOs coalition ability to develop quality proposals for joint programme and sustainability are enhanced

1.3.1   Support coalition members to document and disseminate the outcomes of the project, lessons learnt, best practices to various stakeholders, development partners, donors, and the private sector etc.

1.3.2.   Train Coalition members on writing proposals and concept notes to replicate similar projects in areas not previously covered.

1.3.3 Coalition set up mechanism to continue to monitor and support meaningful female representation/representation and peace process

1.3.4 Train Coalition members on financial literacy, fund raising, funding pooling/diversification, programme management and donor reporting

1.3.5   Facilitate and link women-focused CSOs to donors that fund VAWE/P and WPS initiatives

The second programme component will seek to achieve the following outcome:

Outcome 2: Coalition of Women-focused CSOs able to initiate and lead conflict prevention, mitigation and promote women's participation in a coherent manner before, during and after the 2023 elections.

This result would be achieved and facilitated by the capacitated coalition members. Working within a shared vision and purpose with the right knowledge and skills, they will be able set a single agenda, develop one single message, undertake focused advocacy and influence policy agenda towards the goal of an impactful and sustainable peace prevention/mitigation and inclusive elections across national and subnational level in Sierra Leone

Output 2.1: Capacity of Coalition of women-focused CSO to jointly plan, design and carry out coherent advocacy messages to relevant partners and stakeholders before the 2023 elections enhanced

2.1.1   CSOs Coalition members conduct situational analysis and assessment of hotspot before the elections and develop a joint and coherent strategy and plan for 2023 elections based on evidence.

2.1.2   Support women-focused CSOs and CBOs to develop advocacy tool kits on women peace and security to facilitate advocacy activities and interventions among relevant stakeholders

2.1.3   CSOs Coalition carry out mass sensitization to promote peaceful elections using various community and media platform and sign a media pack with media houses, bloggers, and various social media influencers to support the peace process and peaceful electioneering

2.1.4   Support the coalition to engage the security and justice sector to provide protection and access to justice for female candidates and access to referral pathways.

2.1.6   Organize quarterly policy dialogues between policy makers, security sectors, formal and informal institutions including men and boys' networks to solicit their support for legal, programmatic, and moral support for conflict prevention, mitigation and meaningful participation of women in the elections' cycle and after.

2.1.7   Support Coalition members to train One Stop Centre (OSCs) managers and SGBV Steering Committees members (local councils, Chief Medical Personnel, Family support Units, Traditional and religious authorities and CSOs) to respond to possible election violence

2.1.8   Support the coalition to activate mechanism for monitoring the election outcomes and report on real time violence and facilitate data collection and early response

Output 2.2: Coalition CSO members mobilize support for female candidates, aspirants and create enabling platforms for women meaningful participation and protection during the 2023 elections enhanced

2.2.1   CSOs Coalition members support female candidates to develop their manifestos and carry out effective campaigns at national and at district level leveraging the female aspirant caucuses at the subnational levels

2.2.2   Provide leadership trainings for women and girl candidates at the national and local level

2.2.3   Promote women's participation as voters and produce civic education materials in collaboration with the electoral commission

2.2.4   Support CSOs coalition to engage the media, traditional & religious institutions, including male champions to support female and feminist candidature, address gender-based violence including hate speeches, and bullying.

2.2.5   CSOs Coalition mobilize opinion leaders, peace ambassadors, mothers' groups, youth leaders at national and local levels to keep speaking and conscientizing citizens to maintain the peace as well as promote meaningful participation of women.

2.2.6   Organize women peace and security court barrays/ town hall and helping them form rural women's listeners groups through podcast to generate issues and find solutions as they discussed

2.2.7   Support training of the rural women's groups in using media equipment and tools to document and share their stories

2.2.8   Engage with security sector to provide special protection for women voters and candidates and observers during the 2023 elections

2.2.9   Holding webinar sessions using CSOs networks during international day for peace and other national events

2.2.10 Support newly elected women and girl candidates settle into office by training and mentorship them.

Output 2.3.   Coalition CSO members ability to initiate reconciliation, provide counseling and psychosocial support and access to justice for aspirants, affected women and girls after the 2023 elections enhanced

2.3.1   Support Coalition members to train One Stop centers service providers to provide counselling and psychosocial and medical services.

2.3.2   Support coalition members to address post-election violence by working with relevant stakeholders and actors and provide mitigation measures to promote peace and tolerance.

2.3.3   Support coalition members to work with aggrieved parties to seek redress and promote peaceful cohesion thought legal processes and alternative conflict resolutions.

2.3.4   Support coalition members to enhance speedy access to justice for women candidate petition election cases.

2.3.5   Support coalition members to develop and promote reconciliatory messages and establish alternative dispute resolution mechanism.

2.3.6   Support coalition members to hold various meetings to evaluate the outcomes of the elections and document lessons learnt.

   d) **Project targeting** – provide a justification for geographic zones, criteria for beneficiary selection, expected number and type of stakeholders/beneficiaries (must be disaggregated by sex and age). Indicate whether stakeholders have been consulted in the design of this proposal. Do not repeat all outputs and activities from the Results Framework.

   The Project will be implemented in six (6) locations: Bombali, Karene, Kono, Pujehun, Western Area Rural and Western Area Urban, which are all security hotspots in line with the recent National Threat Assessment district risk mapping for 2023 general elections report, the Office of National Security (ONS) conducted.

   1). Direct Beneficiaries: A total of 120 Women-Focused CSOs, CBOs and networks will be mobilized and targeted, amounting to 20 women-focused CSOs/CBO per the six districts. CSOs with national and regional coverage, Women's Forum, WANEP-SL, Eminent Women Peace Mediators in Sierra Leone, MARWOPNET, and Campaign for Good Governance, Market women Association will be sub-granted to carry out national awareness raising and advocacy initiatives in line with their thematic focus and reach. They will also be expected to mobilize, train and mentor CSOs and CBOs at districts and local levels to amplify their voices and agency. The project will support CSOs and CBOs at the district and local levels to undertake and cascade activities and ensure grassroots mobilization for gender-sensitive peace and inclusive women's political participation. These CSOs have been pre-selected based on their track record in working on these thematic areas. The recipient organizations have worked with them previously undertaking due diligence to eliminate the possible risk of politicization, systems, and structures, safeguarding and other requirements. The CSOs will be made to sign a non-partisan pack through the powered coalition to reduce incidence of politization.

2). Indirect Beneficiaries: The 120 Women-Focused CSOs and CBOs will be expected to reach 10,000 women aged 16-65 and 5,000 boys and men aged 16-70 through in-person activities across the six locations inclusive of government ministries, departments and agencies, especially from the Ministry of Gender and Children's Affairs, The Sierra Leone Police, Ministry of Internal Affairs, The National Commission for Peace and Social Cohesion, Economic Planning, The All-Political Party Women's Association, Political Parties Registration Commission, Electoral Commission of Sierra Leone, Political Parties and Sierra Leone Union of Disability. A minimum of 300,000 males and females aged 18-70 will be reached through traditional and social media engagement. It will also aim for secondary beneficiaries targeting government Ministries, departments, and agencies.

III.   Project management and coordination (4 pages max)

a) **Recipient organizations and implementing partners** – list all direct recipient organizations and their implementing partners (international and local), specifying the Convening Organization, which will coordinate the project, and providing a brief justification for the choices, based on mandate, experience, local knowledge and existing capacity.

The direct recipient organizations will be UN Women Sierra Leone, UNDP, and World Vision Sierra Leone. The three organizations decided to partner on this PBF opportunity because of the unique and complimentary strength that each of the organization have in line with the thematic focus of the project: the project will be addressing women political participation and conflict prevention before, during and after the elections with focus on bringing women led CSOs together to work across national, districts and local level.

UN Women will be the convening organization, providing overall oversight for the programme as well as use her convening power to mobilize women's organizations especially at the national level to ensure that the outcomes of the project are achieved. UN Women have extensive experience in coordination both with the UN System and external stakeholders making sure that commitment to GEWE is promoted, this experience and expertise will be brought to bear in coordinating this project to ensure achievement of the expected result and outcomes. Her experience and technical expertise in mainstreaming gender and women's rights in policies and programmes will be utilized for the project as well. In line with her normative mandate and thematic programme on women peace and security, UN Women will leverage previous work with the Government to promote the effective mainstreaming of 1325 within the project. UN Women will also leverage and use the experiences from past and ongoing projects including the Elsie Initiative Fund project which is seeking to support and incentivize efforts to increase the meaningful participation of uniformed women in United Nations peace operations. The evidences gathered from the Barrier Assessment of the Sierra Leone Police on for the Meaningful Participation of women in UN Peacekeeping Missions will be useful in this initiative.

UNDP has proven expertise in supporting initiatives to build social cohesion, support vulnerable groups to access justice, build capacities of the security sector, promoting the participation of women and youth works, civil society, and local communities, contributing to Sustainable Growth, Inclusive and Democratic Governance. UNDP work extensively on elections and have been supporting the Government of Sierra Leone to ensure free and fair, credible elections and has worked with Parliament generally on legislations and inclusive and participatory governance. Their work with parliaments has contributed to the adoption of the

resolution on women, peace, and security in Sierra Leone. They also work with the security sector, the Human Right Commission, Electoral Commission of Sierra Leone, and other relevant government MDAs in achieving the Sustainable Development Goals. UNDP has supported the Government of Sierra Leone during critical transformative periods, including during and after national elections and the transition from UNIPSIL in 2014. UNDP has a countrywide network of partners on peacebuilding, early warning, and conflict prevention at the national and local levels. They will leverage all these expertise and experience to ensure that the project effectively addresses the issues around the elections, leveraging ongoing programmes, platforms, and opportunities in achieving the project outcomes.

World Vision International Sierra Leone has been working in Sierra Leone for the past 25 years, working with the Government, women groups and community structures in remote communities contributing improved child wellbeing, increase women's social, political and economic rights, increased women's participation and representation in decision-making processes, gender-sensitive planning, monitoring and reporting adopted at council, community and national levels, increased critical mass of organizations to influence gender policies at the national level. WVISL uses its Citizens Voice and Action which is a local accountability and advocacy tool used by community structures to demand for more inclusive participation and improved service delivery. WVISL will leverage its community mobilization expertise and experience toward reaching more women at the local levels in line with the localization focus of the project. WVISL's work in Women Empowered for Leadership and Development and the Gender and Social Inclusion Projects all contributed to increased women's political participation, decision making, conflict prevention and peacebuilding.

In addition, the following national Women-Focused CSOs organizations: *Mano River Women's Peace Network (MARWOPNET), Women's Forum, Campaign for Good Governance, WANEP-SL Youth Empowerment and Advocacy Network (SYEAN), NOW (SL), 50-50, SLAWIJ, Imminent Women, Market Women Association, Young Women Leaders, All Political Parties Women's Association Women Media groups* have been identified as implementing partner. The decision to disburse funds to them as implementing partners is based on their expertise and experiences in programming for Women, Peace and Security, peace building, women's political participation and elections. Some partners also have extensive backgrounds in building consensus and collaboration, advocacy and policy engagement, and training. The project will leverage these to enhance the programme's goals and objectives. During the project inception phase, relevant due diligence will be carried out to formalize their partnership engagements.

Agency	Total budget in the previous calendar year	Key sources of budget (which donors etc.)	Location of in-country offices	No. of existing staff, of which in project zones	Highlight any existing expert staff of relevance to the project
Convening Organizati on: UN Women Implementi ng partners:	UN Women - USD 5,116,423	Irish Aid, UBRAF, Elsie	7 Mudge Farm, Aberdeen Road Freetown	13 staff based in Freetown with regular monitoring to the field	UN Women Sierra has a full complement of staff with expertise in Programme/Project Management and

Agency	Total budget in the previous calendar year	Key sources of budget (which donors etc.)	Location of in-country offices	No. of existing staff, of which in project zones	Highlight any existing expert staff of relevance to the project
-Mano River Women's Peace Network (MARWOP NET), -Women's Forum, -WANEP -Young Women Networks -NOW (SL), -SLAWIJ, -Imminent Women, -50-50, etc.)					Coordination, Women Peace, Security and Humanitarian Action, Women Political Empowerment, Ending Violence against Women and Women Economic Empowerment with regional and headquarters staff who are on hand to provide TA and deployment when required
Recipient Organizatio n: **UNDP** Implementi ng partners: -Young Women Leaders, -All Political Parties Women's Association -Women Media groups -Campaign for Good Governance	UNDP USD 14,360,000	Irish Aid, EU, TRACs, INLU	Fourah Bay Close Off Main Motor Road Free Town	60	UNDP has about sixty staff who work in and out of Freetown. The Gender Analyst, and Election Programme Specialist will provide direct technical support to the project.
Recipient Organizatio n: **World Vision**	World Vision USD 17,931,492	Sponsorship Funding, USAID, Irish Aid, EU,	35 Wilkinson Road, Freetown, Sierra Leone	234 total staff	World Vision has dedicated and professional staff to provide the required technical support and

Agency	Total budget in the previous calendar year	Key sources of budget (which donors etc.)	Location of in-country offices	No. of existing staff, of which in project zones	Highlight any existing expert staff of relevance to the project
Implementing partners: -SL Youth Empowerment and Advocacy Network (SYEAN), -Market Women Association		ProFuturo Foundation			guidance. The Design, Monitoring and Evaluation Manager, Programmes Effectiveness Manager, Gender Empowerment and Social Inclusion Specialist and Grant Compliance Manager, coupled with the Senior Leadership team, will provide direct support to this project for timely implementation and judicious utilization of resources.

b) **Project management and coordination** – Indicate the project implementation team, including positions and roles and explanation of which positions are to be funded by the project (to which percentage). Explicitly indicate how the project implementation team will ensure sufficient gender or youth expertise. Explain project coordination and oversight arrangements and ensure link with PBF Secretariat if it exists. Fill out project implementation readiness checklist in **Annex A.1** and attach key staff TORs.

The project implementation team will consist of management and technical staff from UN Women, UNDP and World Vision. The technical team will comprise Programme and Operation staff. In addition, UN Women, as the lead agency, will have two main staff whose costs will be charged to the project. The Programme Coordination Specialist (100%) is an international position, and the position holder will provide general coordination for the project, day to day running, planning, supervision and quality assurance as well as take lead for project reporting. The Women Peace and Security Program Specialist will be a national position and the position holder will work on the project (50%). The following staff- Programme Admin Officer, Grant and Finance Officer, Procurement Officer, and Monitoring and Evaluation Officer will support the project and will be partly charged to the project coordination funds, and partly represent UN Women's contribution.

World Vision will deploy a Gender and Peacebuilding Specialist (100%) who will provide overall technical expertise to the project and consortium partners. As part of WVISL's contributions, the Grants Finance Officer Design Monitoring and Evaluation Officer, Grants Compliance Officer

Communication Officer will provide additional support without monetary cost to the project. They will support project implementation, review, reporting and donor compliance.

UNDP will support the project by deploying the expertise of the following staff: Women Peace Security analyst (100%) will provide direct technical support and oversight to the project whilst PBF Chief Technical Advisor Gender Analyst Sustainable Democratic Cluster Lead Compliance Specialist and Finance Associate will provide additional support to the project without monetary cost.

Explicitly indicate how the project implementation team will ensure sufficient gender or youth expertise. Explain project coordination and oversight arrangements and ensure link with PBF Secretariat if it exists. The project will have two layers of management and governance structure for smooth planning and implementation.

(1) **Project Oversight Committee:** The committee will provide strategic and oversight functions for the project direction. They will meet twice a year to look at project progress against planned outcomes and proffer guidance and recommendation. This will be composed of the UN Resident Coordinator, the three Heads of the -recipient organizations (UN Women, UNDP and World Vision), and the Minister of Gender and Children's Affairs or her designate, Peace building Advisor (PDA) and CSO representative will also be members of the committee.

(2) **The Project Management Team (PMT)**, The committee will provide direction for the general project management and meet on a quarterly basis to give updates on project progress, successes, and next steps. every quarter and it will compose of compose the three Heads of Organizations from the three-recipient organizations and the Peace building Advisor (PDA)

(3) **Project Coordination Technical Team (PCTT)** comprises the technical team from the three-recipient organizations and implementing partners. The team will be responsible for the project planning, implementation, monitoring and evaluation and reporting for the project. The team will meet on a monthly and sometimes bi-weekly to review project progress and challenges and advance the next steps.

c) **Risk management** – Identify project-specific risks and how they will be managed, including the approach to updating risks and making project adjustments. Include a Do No Harm approach and risk mitigation strategy.

Project specific risk	Risk level (low, medium, high)	Mitigation strategy (including Do No Harm considerations)
Risk 1: Delay to programme implementation because of difference in operation modalities by Recipient Organizations	Medium	The project management committee and Project Coordination Technical Team (PCTT) will be created, and clear terms of reference developed to guide programme planning and implementation. Regular reviews will also help address gaps
The threat of violent protest and social unrest in key project locations	High	Work with community stakeholders and national authorities for project ownership and follow the guidance and advise of the security apparatus and

Project specific risk	Risk level (low, medium, high)	Mitigation strategy (including Do No Harm considerations)
		intelligence to not put staff partners, or beneficiaries at risk (Do No Harm)
COVID-19 infection	Low	Follow WHO advice and national public health prevention guidelines
Quality of programme delivery and financial accountability	Medium	Inception and ongoing trainings, hand holding on the project and financial management
GBV and elections related violence	High	Sensitizations and awareness raising campaigns and signing of peace accord with Election management Bodies, Political parties, Media, the security sector for election coverage tolerance and protection.
Conservative and masculinized cultural norms and practices generate opposition to participation of women in project activities	Medium	Engagement with local authorities, powerholders to build and support inclusive, locally owned intervention strategy; local context analysis and risk assessments updated regularly, to ensure project participants, staff and partners are not put at serious risk (Do No Harm)

d) **Monitoring and Evaluation** – Describe the M&E approach for the project, including M&E expertise in the project team and main means and timing of collecting data? Include: a budget break-down for both monitoring and evaluation activities, including collection of baseline and end line data and an independent evaluation, and an approximate M&E timeline. Fund recipients are obligated to reserve at least 5-7% of the project budget for M&E activities, including sufficient funds for a quality, independent evaluation.

UN Women, UNDP and World Vision have institutional capabilities and experience to monitor, evaluate, and assess the impact of projects in line with the quality standards of major bilateral and multilateral donors, and to support the capacity of partners to do the same. The M&E plan is outlined in brief below:

Baseline survey: The baseline survey will be conducted in January 2023 immediately funds had been disbursed. The baseline survey will help the team establish the current situation before the commencement of implementation as well as track and monitor progress against set project targets, outputs, and outcomes.

Project launch with partners, stakeholders, and community representatives: The project will be launched in January 2023 to introduce and validate the project and its theory of change. The project team will clearly explain the roles and responsibilities of all partners, such as the consortium partners, the Ministry of Gender, and Children Affairs, Women-led CSOs and other peacebuilding actors. Organizational capacity assessment: Consortium partners will use capacity assessment tools to assess the technical and managerial capacities of women-focused CSOs engaged in peace building. Consortium partners will use assessment findings to develop a capacity-building plan for the partners.

Narrative and Financial Report: The project team will put together quarterly progress reports in line with the outcome, outputs and activities carried out. A Mid-year project review will be undertaken to document progress against indicators set for the programme.

Final independent evaluation: The project will undertake a final independent evaluation of to measure impact, as well as document lessons learned, best practices to inform future project design. The project will commit 2.5% of the total budget to the final project evaluation process.
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Project financial audit (at project conclusion) will ensure transparency, accountability, and value-for-money. Moreover, the M&E process will be participatory and will be implemented to enhance the capacities of women-focused CSOs for monitoring and evaluation. Population-based data will be disaggregated by sex, age, disability, and level of education of the participants. In addition, Women-focused CSOs will be disaggregated by the location of their operation (chiefdom, district, regional or national). Data collection methods will use quantitative and qualitative methods such as key informant interviews and focused group discussions.

The project budget will allocate 5 % of total expenditure to M&E, excluding provision for Monitoring and Evaluation officers, which is allocated to staff costs, but including the project launch workshop, project baseline, ongoing monitoring activities including regular meetings amongst partners, a mid-point outcome harvesting workshop and an independent final evaluation The project financial audit is separately budgeted

e) **Project exit strategy/ sustainability** – Briefly explain the project's exit strategy to ensure that the project can be wrapped up at the end of the project duration, either through sustainability measures, agreements with other donors for follow-up funding or end of activities which do not need further support. If support from other donors is expected, explain what the project will do concretely and pro-actively to try to ensure this support from the start. Consider possible partnerships with other donors or IFIs.

To ensure the project's sustainability, the recipient organizations will ensure early buy-in and accountability from the women-focused CSOs and CBOs. This will be facilitated by collaborative programme design and implementation. Efforts will be made to develop a joint accountability framework with clear sustainability actions for programme interventions and outcomes. The project will be doing a lot of institutional strengthening for the Women-focused CSOs, helping to put in place systems and structures to support administrative and operational aspects of their work.

The project design has well thought out the sustainability plan, hence the adoption of the approach and strategy of facilitating a coalition of women-focused CSOs and networks. This coalition platform and secretariat will serve as a co-creation house and facilitate continuous interaction among the CSOs and networks for joint planning, implementation and monitoring on and after the 2023 elections process.

The capacity building and training for the group will help ensure pool of knowledge and skills that can be broker for plans and programmes among the group. This institution strengthening arrangement will ensure joint ownership, leveraging of human technical and financial resources and help scale up intervention across national and subnational levels. As part of sustainability, the project will facilitate interface and engagement between the coalition and the government, donor agencies, private sector and non-traditional donors to share project outcomes and explore possibility of support from them. This visibility strategy will not only help the donor see what is been done but opportunity for their involvement towards scale up and deepening programme intervention. This process could potentially lead to diversification of human, technical, material, and financial resources.

IV. Project budget

Provide brief additional information on project costs, highlighting any specific choices that have underpinned the budget preparation, especially for personnel, travel or other indirect project support, to demonstrate value for money for the project. Proposed budget for all projects must include sufficient funds for an independent evaluation. Proposed budget for projects involving non-UN direct recipients must include funds for independent audit. Fill out **Annex A.2** on project value for money.

Please note that in nearly all cases, the Peacebuilding Fund transfers project funds in a series of performance-based tranches. PBF's standard approach is to transfer project funds in two tranches for UN recipients and three tranches for non-UN recipients, releasing second and third tranches upon demonstration that performance benchmarks have been met. All projects include the following two standard performance benchmarks: 1) at least 75% of funds from the first tranche have been committed, and 2) all project reporting obligations have been met. In addition to these standard benchmarks and depending on the risk rating or other context-specific factors, additional benchmarks may be indicated for the release of second and third tranches.

The project budget has been allocated based on various project activities, personnel, and support costs, including the indirect support cost.

About 64% of the overall budget is allocated to direct project activities to meet the project's desired outcomes. This allocation indicates the significance placed on the need to demonstrate value for money.
35% of the budget is allocated to Outcome 1- Women-focused CSOs are organized and have the requisite capacity to promote and sustain effective peace building in Sierra Leone, which is about 48% of the direct project activity budget.

29% of the budget is allocated to Outcome 2 - Women-focused CSOs and Women's Movement are mobilized to promote women's participation in politics and prevent violence against women and girls before, during and after the elections.

The above outcomes form the core of the project deliverables. Their achievement is critical to achieving the overall project goal "Repositioning Women-focused Civil Society Organizations to Promote Peace and Meaningful Participation of Women Before, During and After Sierra Leone 2023 Elections."

20% of the budget is allocated to personnel costs. This is to ensure that dedicated professionals are recruited at both technical and operational levels to ensure effective project delivery in line with project deliverables and goals.

The M&E and end-of-project evaluation is allocated 7% of the overall project budget. This allocation is sufficient to ensure adequate monitoring and reporting system are in place to achieve various milestones. In addition, 7% is allocated as indirect support cost, thus encouraging management oversight of the project, whilst 2% is allocated for additional operational costs.

Please specify below any context-specific factors that may be relevant for the release of second and third tranches. These may include the successful conduct of elections, passage of key legislation, the standing up of key counterpart units or offices, or other performance indicators that are necessary before project implementation may advance. Within your response, please reflect how performance-based tranches affect project sequencing considerations.

Fill out two tables in the Excel budget **Annex D**.

In the first Excel budget table in Annex D, please include the percentage towards Gender Equality and Women's Empowerment (GEWE) for every activity. Also provide a clear justification for every GEWE allocation (e.g. training will have a session on gender equality, specific efforts will be made to ensure equal representation of women etc.).

Annex A.1: Checklist of project implementation readiness

Question			nment
Planning			
1. Have all implementing partners been identified? If not, what steps remain and proposed timeline	No		The majority of the implementation partners have been identified. However, during the project, if there is a need to work with any other strategic partners, this will be duly communication. The identified partners include Women-Focused CSOs/Groups: Mano River Women's Peace Network (MARWOPNET), Women's Forum, Campaign for Good Governance, WANEP-SL Youth Empowerment and Advocacy Network (SYEAN), 50-50, NOW (SL); SLAWIJ, Young Women Leaders, All Political Parties Women's Association Women Media groups
2. Have TORs for key project staff been finalized and ready to advertise? Please attach to the submission	Yes		The TORs are incorporated
3. Have project sites been identified? If not, what will be the process and timeline	Yes		The have been identified; they are Bombali, Karene, Kono, Pujehun, Western Area Rural and Western Area Urban
4. Have local communities and government offices been consulted/ sensitized on the existence of the project? Please state when this was done or when it will be done.	Yes		Consultations have been held with the target sites communities and relevant government officers, including the Minister of Gender and Children Affairs and Executive Secretary of the National Commission Peace and National Cohesion.
5. Has any preliminary analysis/ identification of lessons learned/ existing activities been done? If not, what analysis remains to be done to enable implementation and proposed timeline?	Yes		The gender and conflict analysis has been done and elaborated in the project proposal
6. Have beneficiary criteria been identified? If not, what will be the process and timeline?	Yes		The beneficiary criteria have been discussed, and the primary targets of Women CSOs have been dully identified. The recipient agencies will use their operational guidance to conduct necessary due diligence as applicable
7. Have any agreements been made with the relevant Government counterparts relating to project implementation sites, approaches, Government contribution?	Yes		The minister of Gender and Children affairs has been duly briefed and her commitment received for the project

8. Have clear arrangements been made on project implementing approach between project recipient organizations?	Yes		Yes, the project approach was collectively agreed on by the partners, and where reviews are required, the partners will continue to modify based on need leveraging on the project management team and coordination units
9. What other preparatory activities need to be undertaken before actual project implementation can begin and how long will this take?	N/A		The project will carry out due diligence for the implementing partners where required. Other activities will include country entry and some operational and management set up. These activities will be done in few weeks before the commence of the project
Gender			
10. Did UN gender expertise inform the design of the project (e.g. has a gender adviser/expert/focal point or UN Women colleague provided input)?	Yes		The partners all deployed their gender experts to design the proposal. UN Women ensured that gender focal points in the country, regional, and their HQ contributed to the conceptualization of the proposal
11. Did consultations with women and/or youth organizations inform the design of the project?	Yes		Several Women and young women groups were consulted in the proposal design. Their inputs help properly conceptualize the problem, articulate the interventions and framing of the expected results
12. Are the indicators and targets in the results framework disaggregated by sex and age?	Yes		The expected results are disaggregated by sex, age, disability, and others
13. Does the budget annex include allocations towards GEWE for all activities and clear justifications for GEWE allocations?	Yes		The project is a GEWE project hence all the budget annexes includes allocations towards GEWE for all activities

Annex A.2: Checklist for project value for money

Question		ject Comment
1. Does the project have a budget narrative justification, which provides additional project specific information on any major budget choices or higher than usual staffing, operational or travel costs, so as to explain how the project ensures value for money?	Yes	The narrative describes cost allocation and reasons influencing such allocation.
2. Are unit costs (e.g. for travel, consultancies, procurement of materials etc) comparable with those used in similar interventions (either in similar country contexts, within regions, or in past interventions in the same country context)? If not, this needs to be explained in the budget narrative section.	Yes	Yes, the unit cost is comparable with other similar projects
3. Is the proposed budget proportionate to the expected project outcomes and to the scope of the project (e.g. number, size and remoteness of geographic zones and number of proposed direct and indirect beneficiaries)? Provide any comments.	Yes	The proposed budget is proportionate to the expected project outcomes and the project's scope. The number of sites selected, target population and other indicators have been appropriately weighed before arriving at the numbers for reach
4. Is the percentage of staffing and operational costs by the Receiving UN Agency and by any implementing partners clearly visible and reasonable for the context (i.e. no more than 20% for staffing, reasonable operational costs, including travel and direct operational costs) unless well justified in narrative section?	Yes	The costs allocated for staffing and operations to each UN Agency is clearly reasonable in line with the entity's role and scope of work and are clearly visible in the budget.
5. Are staff costs proportionate to the amount of work required for the activity? And is the project using local rather than international staff/expertise wherever possible? What is the justification for use of international staff, if applicable?	Yes	The project will be using 99% of local staff. Only one international staff is proposed for the project. The international staff is expected to bring in robust and diverse perspective to ensure coordination and management of the partners in delivering the project goal and objectives
6. Does the project propose purchase of materials, equipment, and infrastructure for more than 15% of the budget? If yes, please state what measures are being taken to ensure value for money in the procurement	No	

process and their maintenance/ sustainable use for peacebuilding after the project end.		
7. Does the project propose purchase of a vehicle(s) for the project? If yes, please provide justification as to why existing vehicles/ hire vehicles cannot be used.	No	The project does not intend to purchase a vehicle from the funds being requested
8. Do the implementing agencies or the UN Mission bring any additional non-PBF source of funding/ in-kind support to the project? Please explain what is provided. And if not, why not.	Yes	Implementing partners will contribute to the project through support from other staff, office space and utilities as well as other logistics not included in the budget but will be helpful in achieving the overall project objectives.

ATTACHMENT ANNEX A.1. KEY STAFF TORS FOR THE UN WOMEN UNDP AND WORLD VISION FOR THE PROPOSED PROJECT

Position: Programme Coordination Specialist
Office: UN Women Sierra Leone
Location: Freetown, with possibility of field visits
Timeline: Full Time
Reports to: Head of Office

Project Description
The project is funded by the UN Peacebuilding Fund (UNPBF) which Title is Women Together for Lasting Peace and Democracy: Repositioning Women-focused Civil Society Organizations to Promote Peace and Meaningful Participation of Women Before, During and After Sierra Leone 2023 Elections. The project aims in archiving two (2) key outcomes, Outcome (1) Coalition of Women-focused CSOs working on conflict prevention/mitigation and women participation established and working to achieve an organized common agenda in Sierra Leone (2) Coalition of Women-focused CSOs can lead on peace prevention, mitigation and promoting women's participation before, during and after the 2023 elections

Job overview
The Project Coordinator will have overall responsibility for project implementation at strategic level, and promoting effective collaboration between the partner organizations.
Responsibilities:
1. **Coordinate the overall project implementation**
- Coordinate the overall Programme work plan development and implementation according to the strategic project focused.
- Liaise with the Programme Board, national counterparts, donors, UN Women, and partners to ensure the Programme results are achieved and resources are managed.
- Prepare and present work-plans, periodic narrative progress reports and expenditures status reports to the donor.
2. **Guide coordination with national partners and other stakeholders**
- Coordinate relationships with national partners to support implementation and expansion of the Project raise potential problems and provide solutions.
- Provide guidance to partners on establishment of performance indicators, and monitoring achievement of results.
- Identify capacity building needs and support partners through technical assistance, mentoring, training, cross-partner learning, and capacity development initiatives.
3. **Coordinate the monitoring and reporting on the Project**
- Gather and compile all information necessary for monitoring and reporting on programmes and projects from the planning to the evaluation stages.
- Monitor the implementation of activities and the expenditure of funds by partners; conduct regular monitoring visits.
- Write annual and quarterly reports; review and coordinate the submission of implementing partner financial and narrative reports.

4. **Manage financial resources and supervise staff**
- Supervise and manage a team of professional and administrative staff, review performance and mentor/ coach staff.

- Coordinate development and preparation of financial resources of the Programme including budgeting and budget revisions, and expenditure tracking and reporting.
- Oversee and monitor the allocation and disbursement of funds to participating partners.

5. **Advocate and facilitate knowledge building and management and communication**
- Ensure documentation of the programme implementation process and products produced are in accordance with the project guidelines.
- Contribute to the exchange of information and knowledge products internally and externally of the project.
- Organize major advocacy campaigns, events, trainings, workshops, and knowledge products

Required qualifications, experience:
- A Master's degree or equivalent in law, gender equality, Peace and Development, human rights, public administration, social sciences or other relate areas is required; a first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.
- At least 5 years of progressively responsible experience at the national or international level in managing complex and multi-component programme interventions with national partners.
- Experience in implementing, monitoring, and evaluating development programmes and projects

Position: Women Peace & Security Program Specialist
Office: UN Women Sierra Leone
Location: Freetown, with possibility of field visits
Timeline: Full Time (50%)
Reports to: Head of Office

Project Description
The project is funded by the UN Peacebuilding Fund (UNPBF) which Title is Women Together for Lasting Peace and Democracy: Repositioning Women-focused Civil Society Organizations to Promote Peace and Meaningful Participation of Women Before, During and After Sierra Leone 2023 Elections. The project aims in archiving two (2) key outcomes, Outcome (1) Coalition of Women-focused CSOs working on conflict prevention/mitigation and women participation established and working to achieve an organized common agenda in Sierra Leone (2) Coalition of Women-focused CSOs can lead on peace prevention, mitigation and promoting women's participation before, during and after the 2023 elections

Job overview
Reporting to the Project coordinator, the women peace and security specialist will have responsibility for providing technical expertise and leadership that ensures the project is both gender-sensitive and gender-
transformative.
Duties/responsibilities
- Design and develop programme strategies in Women, Peace, Security and Humanitarian Actions
- Draft inputs to country strategy documents, briefs, policy dialogue and other documents related to Women, Peace security
- Finalize the annual workplan and budget and manage their implementation

- Provide guidance to personnel and partners on Results Based Management tools and performance indicators
- Manage technical assistance and capacity development to project/programme partners
- Contribute to inter-agency coordination on Women, Peace, Security and Humanitarian Actions programme to
- achieve coherence and alignment of UN Women programmes with other partners in the Sierra Leone
- Represent UN Women in meetings and policy dialogues on issues related to Women, Peace, Security and Humanitarian Actions as necessary.
- Contribute to inter-agency coordination on Women, Peace, Security and Humanitarian Actions programme to achieve coherence and alignment of UN Women programmes with other partners in the Sierra Leone

Profile/Experience
- Master's degree or equivalent in social sciences, human rights, gender/women's studies, or a related field is required
- A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree.
- project/programme management certification would be an added advantage
- At least 5 years of progressively responsible work experience at the national or international level in design, planning, implementation, monitoring and evaluation of development projects.
- Technical experience in Women, Peace, Security and Humanitarian Actions.
- Experience coordinating and liaising with government agencies and/or donors is an asset
- Experience working in the UN System is an asset.
- Experience in leading/managing a team is an asset

Job title: Project Administrative Assistance, Project Title
Organization: UN Women
Duty station: Freetown, Sierra Leone
Job type: Full-time
Reports to: Programs Coordinator

Project Description
The project is funded by the UN Peacebuilding Fund (UNPBF) which Title is Women Together for Lasting Peace and Democracy: Repositioning Women-focused Civil Society Organizations to Promote Peace and Meaningful Participation of Women Before, During and After Sierra Leone 2023 Elections. The project aims in archiving two (2) key outcomes, Outcome (1) Coalition of Women-focused CSOs working on conflict prevention/mitigation and women participation established and working to achieve an organized common agenda in Sierra Leone (2) Coalition of Women-focused CSOs can lead on peace prevention, mitigation and promoting women's participation before, during and after the 2023 elections.

Job overview

Reporting to the Project Coordinator, the administrative assistant ensures the
efficiency of financial and administrative processes, and compliance with partner and UNPBF
standards.

Duties and Responsibilities

Provide general administrative and logistical support to the section in accordance with UN Women rules, regulations, policies, and strategies:
- Collect information and prepare documents for UN Women shipments (received/sent);
- Arrange travel and hotel reservations, prepare travel authorizations, process requests for visas, security clearance, collect information for DSA, as required.
- Liaises with the operations team to provide logistical and administrative support to the preparation of conferences, workshops, retreats including booking of conference rooms, catering services, collecting materials, and coordinating technical services with the ICT Support team.
- Provide administrative support to property management.
- Maintain filing system ensuring safekeeping of confidential materials.

Provide administrative support to office management:
- Monitor and maintain office stationery supplies including maintenance of stock list of stationery, distribution of stationery and keeping a log of distribution, as required.
- Maintain records on assets management and prepare required reports.
- Maintain files and records relevant to the project.

Provide administrative support to the implementation of the section's project
- Maintain filing system of project files.
- Process payments for consultants for both and off-site.
- Assist with month end checklist by reviewing outstanding POs, vouchers, and receipts.
- Reconcile the backlog of outstanding Travel Expense Reports and F.10 forms.

Provide administrative support to the implementation of Human Resources services:
- Upload vacancy announcement, compile matrixes, organize interview panels, and other tasks, as assigned.
- Maintain staffing lists and reports, as required.

Job title: Monitory & Evaluation Officer
Organization: UN Women
Duty station: Freetown, Sierra Leone
Job type: (50%)
Reports to: Programs Coordinator.

Project Description
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Job overview
Reporting to the Project Coordinator, the M&E Officer will implement a monitoring, evaluation
and reporting plan that ensures UN Women and it partners demonstrate effective accountability to

the donor, stakeholders, and beneficiaries, and which is able to produce evidence of impact at project closure.

Primary responsibilities for this position include:
- Develop M&E System for the project including a system for strengthen monitoring, inspection, and evaluation procedures
- Spearhead the development of M&E systems with standard procedures and process to ensure credible, reliable, timely and cost-effective monitoring data to inform ongoing management decisions, strategic planning and uphold accountability.
- Coordination with partners to ensure accurate, thorough, and useful monitoring and reporting of project activities and impacts, both internally and externally. This includes particularly close collaboration with the programme managers and the M&E department focal points to ensure that the monitoring data is collected and included in the reports for the operation.

Lead the adaption or development of specific planning, assessment, monitoring and evaluation and reporting tools for consistent and quality data collection.

- Provide technical guidance to programme staff in incorporating appropriate M&E systems into projects/programmes based on needs, resources, and capacities.
- Support adequate assessment to inform relevant programming, that are use in the log frames
- Develop SMART indicators that are supported by clear and concise indicator guidelines that define the indicators, data sources, data collection methods, frequency, and audience.
- Prepare and train staff, primary stakeholders and implementing partners, as necessary, on project/programme design, monitoring and evaluation concepts, skills, and tools.
- Establish an inventory of reliable, secondary data sources of key statistics to contribute to M&E,
- Routinely perform quality control checks of M&E work, overseeing the recording and reporting of progress and performance of the operation compared to targets.
- Ensure that lessons learned from programme M&E to improve future programme selection, design, and implementation. This includes liaison with external organizations to identify and distribute good M&E practices in M&E and contribute to knowledge sharing.

Profile/Experience

- In-depth knowledge of M&E and reporting, based on previous professional experience in similar roles
- Good understanding of capacity assessment methodologies, and excellent ability to identify significant capacity building opportunities
- Ability to lead implementation of new systems (business side), and affect staff behavioral/ attitudinal change
- Superior communication skills in English (verbal and written)
- Effective in a fast-paced cross-cultural work environment
- Strong analytical, writing, and verbal skills for communicating with a diverse audience including internally and external high-level stakeholder

Job title: Gender and Peace Building Specialist
Organization: World Vision International
Duty station: Freetown, Sierra Leone
Job type: Full-time

Reports to: Programs Coordinator.

Project Description

The project is funded by the UN Peacebuilding Fund (UNPBF) which Title is Women Together for Lasting Peace and Democracy: Repositioning Women-Focused Civil Society Organizations to Promote Peace and Meaningful Participation of Women Before, During and After Sierra Leone 2023 Elections. The project aims in archiving two (2) key outcomes, Outcome (1) Coalition of Women-focused CSOs working on conflict prevention/mitigation and women participation established and working to achieve an organized common agenda in Sierra Leone (2) Coalition of Women-focused CSOs can lead on peace prevention, mitigation and promoting women's participation before, during and after the 2023 elections.

Duties and responsibilities

Strategy and System Development:

- Directs implementation of the project's strategic long-term vision, provides overall leadership, management, and technical direction for the activity, ensuring that activitiesalign with the project's vision and partners achieve the expected results.
- Overall project leadership, management, and technical direction to transform the organizational culture and capacity within the respective local and national government entities to successfully implement transformational reforms including high-quality serviceprovision.
- Develop and maintain effective collaborations with program partners and key stakeholders.
- Work directly with local partners to facilitate capacity assessments, develop, or updatecapacity development plans, and support the adaptive implementation of the capacity development plans.
- Supply technical expertise on Sierra Leone's civil society sector
- Oversee financial and administrative functions; monitoring, evaluation and reporting ofprogram activities; and management.
- Ensure compliance with UNPBF funding guidelines, and local laws, regulations, policies,and procedures.

Stakeholder Relationship Management:

- Serve as the primary liaison between World Vision, government, stakeholders, implementing partners, on all program related matters.
- Network to broker new partnerships and build new relationships with INGOs in thecountry, civil society organizations, local partners and marginalized groups in Sierra Leone.
- Maintain regular dialogue and conduct regular meetings with all relevant partners withinand outside World Vision, and donors to build relationships, trust and excellent reputation.
- Develop approaches and plans for effective and sustainable stakeholder relationship management in the country.
- Work collaboratively with all units to ensure that project deliverables are met andachieved on a timely basis considering deadlines and priorities.

Women CSOs Management:

- Support CSOs mapping to inform project interventions.
- Enhance Women CSOs coordination mechanism especially in the last mile communitiesof the project district.
- Support Women-Focused CSOs and women advocacy for sustainable policy influencingand dialogue.
- Work with the government and all relevant stakeholders to address existential barriersfaced by women CSOs and women aspiring for political processes.
- Support and facilitate information Hub to inform awareness raising campaigns andreferral

pathways.

- Provide technical guidance in addressing violence faced by women before, during andafter the electioneering process.
- Support women CSOs in designing early warning signs of violence and disturb peacebuilding initiative in the country within a gender len

Required Skills, Knowledge, and Abilities:

- Advanced degree in development, public administration, international relations, law, orrelated fields required.
- Minimum of 5 years of demonstrated experience leading and managing complex development programs involving multiple partners in/for developing countries,preferably for Multilateral and Bilateral donors.
- Strong understanding and experience in governance, civil society strengthening, advocacy, civic oversight and engagement, transparency and accountability, gender equality and social inclusion, institutional capacity development, community engagementand/or other relevant technical sectors.
- Knowledge about women CSOs machinery within the project operational context andhow to advance WPS agenda and peacebuilding.
- Demonstrated ability to establish and maintain collaborative, productive working relationships with Women CSOs in the last mile.
- Demonstrated leadership, versatility, and integrity.
- professional consultations in various areas of civil society sector support including increasing the opportunities and ability of civil society to engage in public policydialogue and monitor implementation of policy, strengthening civil society networks, capacity development of local CSOs, and working on minority concerns
- Knowledge of the political, social, and civil society context in Sierra Leone stronglydesired.
- Experience managing sub-grants and successfully assisting local organizations stronglydesired.
- Experience integrating gender and youth into complex programming (inclusive programming).

Title: Project: **Women Peace &Security Analyst**
Location: Freetown, Sierra Leone.
Organization: UNDP
Duty station: Freetown, Sierra Leone
Job type: Full-time
Reports to: Programs Coordinator

Project Description

The project is funded by the UN Peacebuilding Fund (UNPBF) which Title is Women Together for Lasting Peace and Democracy: Repositioning Women-Focused Civil Society Organizations to Promote Peace and Meaningful Participation of Women Before, During and After Sierra Leone 2023 Elections. The project aims in archiving two (2) key outcomes, Outcome (1) Coalition of Women-focused CSOs working on conflict prevention/mitigation and women participation established and working to achieve an organized common agenda in Sierra Leone (2) Coalition of Women-focused CSOs can lead on peace prevention, mitigation and promoting women's participation before, during and after the 2023 elections.

- Ensures administration and implementation of Project activities: Work with the Project Team in the identification, preparation, implementation, review and adjustments in the overall project implementation strategies, Annual Work and Financial Plans, Monitoring and Evaluation Plans, and Communications Plans; Participates in the analysis and summarization of proposals

on the assigned thematic areas; Presentation of information / reports for identification of areas for support and interventions; Supports the implementation of the CO partnerships and resource mobilization strategies, and in the preparation of various reports

- the provision of administrative support to the project: Guidance in the elaboration of proper control of the supporting documents for payments, review of financial reports; Guidance in the maintenance of the internal expenditures control system, which ensures that vouchers processed are matched and completed.
- Contributes to the creation of strategic partnerships and implementation of resource mobilization: Assist the Project Manager in Managing Partnerships toward the effective, efficient and timely implementation of project activities; Analysis of information on donors, preparation of donor's profile and database, establishment of contacts with donor counterparts; Tracking and reporting on mobilized resources; Liaison with donor and partner counterparts on the implementation of common initiatives and projects

- Ensures facilitation of knowledge building and knowledge sharing in the CO focusing on achievement of the following results: Organization and facilitation of trainings for the programme / project personnel; Synthesis of Lessons Learnt and Best Practices from the Project's implementation; Sound contributions to knowledge networks and communities of practice.

Job Title: Team Leader, Democratic Governance
Location: Freetown, Sierra Leone.
Organization: UNDP
Duty station: Freetown, Sierra Leone
Job type: Full-time
Reports to: Programs Coordinator.

Project Description
Project Title is Women Together for Lasting Peace and Democracy: Repositioning Women-Focused Civil Society Organizations to Promote Peace and Meaningful Participation of Women Before, During and After Sierra Leone 2023 Elections. The project aims in archiving two (2) key outcomes, Outcome (1) Coalition of Women-focused CSOs working on conflict prevention/mitigation and women participation established and working to achieve an organized common agenda in Sierra Leone (2) Coalition of Women-focused CSOs can lead on peace prevention, mitigation and promoting women's participation before, during and after the 2023 elections.

Duties and Responsibilities

- Leads the strategic direction of Governance programme portfolio
- Management of the Governance programme portfolio and supervision of the Governance team
- Policy Strategy and Programme Advice on Democratic Governance
- Strategic partnerships and support to resource mobilization
- knowledge building and management

1. **leads the strategic direction of UNDP programme in expertise (Democratic Governance) focusing on achievement of the following results:**
   - Thorough analysis of the political, social, and economic situation in the country and collaborative preparation of the project implementation

- Identification of strategic programme areas of cooperation.
- Operationalization in collaboration with the main partners and women organization.

2. **Manages the CO's Democratic Governance and peace building Portfolio programme**
   - Effective application of RBM tools, establishment of management targets (BSC) and monitoring achievement of results.
   - Design and formulation of CO programme within the area of responsibility, translating UNDP priorities into local interventions. Coordination of programme implementation with the executing agencies.
   - Strategic oversight of planning, budgeting, implementing, and monitoring of the programme, tracking use of financial resources in accordance with UNDP rules and regulations. The TL Democratic Governance performs the function of Manager Level 2 in Atlas for development projects transactions approval.
   - Effective monitoring, measuring the impact of the CO programme and evaluation. Constant monitoring and analysis of the programme environment, timely readjustment of programme.
   - Follow up on audit recommendations. All exceptions are timely reported.
   - Aggregate reports are regularly prepared on activities, outputs, and outcomes. Preparation of donor reports.

3. **Leads and forges communities of practice and manages the provision of top-quality advisory services and facilitation of knowledge building and management focusing on achievement of the following results:**
   - Identification of sources of information related to policy-driven issues. Identification and synthesis of best practices and lessons learned directly linked to programme country policy goals.
   - Coordination of development of policies and institutions that will address the country problems and needs in collaboration with the Government and other strategic partners.
   - Sound contributions to knowledge networks and communities of practice.
   - Organization of trainings for the operations/ projects staff on programme.

Required Skills, Knowledge, and Abilities
   - Master's Degree with 7 years or bachelor's with 5 years of progressively responsible work experience in development with experience in policy design on governance, peace building and post crisis development
   - Experience coordinating and liaising with government agencies and/or donors.
   - Excellent written and verbal communication skills.
   - Experience working in the UN System is an asset.

Annex B.1: Project Administrative arrangements for UN Recipient Organizations

(This section uses standard wording – please do not remove)

The UNDP MPTF Office serves as the Administrative Agent (AA) of the PBF and is responsible for the receipt of donor contributions, the transfer of funds to Recipient UN Organizations, the consolidation of narrative and financial reports and the submission of these to the PBSO and the PBF donors. As the Administrative Agent of the PBF, MPTF Office transfers funds to RUNOS based on the signed Memorandum of Understanding between each RUNO and the MPTF Office.

AA Functions

On behalf of the Recipient Organizations, and in accordance with the UNDG-approved "Protocol on the Administrative Agent for Multi Donor Trust Funds and Joint Programmes, and One UN funds" (2008), the MPTF Office as the AA of the PBF will:

- Disburse funds to each of the RUNO in accordance with instructions from the PBSO. The AA will normally make each disbursement within three (3) to five (5) business days after having received instructions from the PBSO along with the relevant Submission form and Project document signed by all participants concerned.

- Consolidate the financial statements (Annual and Final), based on submissions provided to the AA by RUNOS and provide the PBF annual consolidated progress reports to the donors and the PBSO;

- Proceed with the operational and financial closure of the project in the MPTF Office system once the completion is completed by the RUNO. A project will be considered as operationally closed upon submission of a joint final narrative report. In order for the MPTF Office to financially closed a project, each RUNO must refund unspent balance of over 250 USD, indirect cost (GMS) should not exceed 7% and submission of a certified final financial statement by the recipient organizations' headquarters);

- Disburse funds to any RUNO for any cost extension that the PBSO may decide in accordance with the PBF rules & regulations.

Accountability, transparency and reporting of the Recipient United Nations Organizations

Recipient United Nations Organizations will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each RUNO in accordance with its own regulations, rules, directives and procedures.

Each RUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the PBF account. This separate ledger account shall be administered by each RUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the RUNO.

Each RUNO will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
Semi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an	Convening Agency on behalf of all implementing organizations and in

	annual report if timing coincides)	consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

Financial reporting and timeline

Timeline	Event
30 April	Annual reporting – Report **Q4 expenses** (Jan. to Dec. of previous year)
Certified final financial report to be provided by 30 June of the calendar year after project closure	

UNEX also opens for voluntary financial reporting for UN recipient organizations the following dates

31 July	Voluntary Q2 expenses (January to June)
31 October	Voluntary Q3 expenses (January to September)

Unspent Balance exceeding USD 250, at the closure of the project would have to been refunded and a notification sent to the MPTF Office, no later than six months (30 June) of the year following the completion of the activities.

Ownership of Equipment, Supplies and Other Property

Ownership of equipment, supplies and other property financed from the PBF shall vest in the RUNO undertaking the activities. Matters relating to the transfer of ownership by the RUNO shall be determined in accordance with its own applicable policies and procedures.

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (www.un.org/peacebuilding/fund) and the Administrative Agent's website (www.mptf.undp.org).

Annex B.2: Project Administrative arrangements for Non-UN Recipient Organizations

(This section uses standard wording – please do not remove)

Accountability, transparency and reporting of the Recipient Non-United Nations Organization:

The Recipient Non-United Nations Organization will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each recipient in accordance with its own regulations, rules, directives and procedures.

The Recipient Non-United Nations Organization will have full responsibility for ensuring that the Activity is implemented in accordance with the signed Project Document;

In the event of a financial review, audit or evaluation recommended by PBSO, the cost of such activity should be included in the project budget;

Ensure professional management of the Activity, including performance monitoring and reporting activities in accordance with PBSO guidelines.

Ensure compliance with the Financing Agreement and relevant applicable clauses in the Fund MOU.

Reporting:

Each Receipt will provide the Administrative Agent and the PBSO (for narrative reports only) with:

Type of report	Due when	Submitted by
Bi-annual project progress report	15 June	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual project progress report	15 November	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
End of project report covering entire project duration	Within three months from the operational project closure (it can be submitted instead of an annual report if timing coincides)	Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist
Annual strategic peacebuilding and PBF progress report (for PRF allocations only), which may contain a request for additional PBF allocation if the context requires it	1 December	PBF Secretariat on behalf of the PBF Steering Committee, where it exists or Head of UN Country Team where it does not.

Financial reports and timeline

Timeline	Event
28 February	Annual reporting – Report **Q4 expenses** (Jan. to Dec. of previous year)
30 April	Report **Q1 expenses** (January to March)
31 July	Report **Q2 expenses** (January to June)
31 October	Report **Q3 expenses** (January to September)

> *Certified final financial report to be provided at the quarter following the project financial closure*

Unspent Balance exceeding USD 250 at the closure of the project would have to been refunded and a notification sent to the Administrative Agent, no later than three months (31 March) of the year following the completion of the activities.

Ownership of Equipment, Supplies and Other Property

Matters relating to the transfer of ownership by the Recipient Non-UN Recipient Organization will be determined in accordance with applicable policies and procedures defined by the PBSO.

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (www.un.org/peacebuilding/fund) and the Administrative Agent website (www.mptf.undp.org).

Final Project Audit for non-UN recipient organization projects

An independent project audit will be requested by the end of the project. The audit report needs to be attached to the final narrative project report. The cost of such activity must be included in the project budget.

Special Provisions regarding Financing of Terrorism

Consistent with UN Security Council Resolutions relating to terrorism, including UN Security Council Resolution 1373 (2001) and 1267 (1999) and related resolutions, the Participants are firmly committed to the international fight against terrorism, and in particular, against the financing of terrorism. Similarly, all Recipient Organizations recognize their obligation to comply with any applicable sanctions imposed by the UN Security Council. Each of the Recipient Organizations will use all reasonable efforts to ensure that the funds transferred to it in accordance with this agreement are not used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime. If, during the term of this agreement, a Recipient Organization determines that there are credible allegations that funds transferred to it in accordance with this agreement have been used to provide support or assistance to individuals or entities associated with terrorism as designated by any UN Security Council sanctions regime it will as soon as it becomes aware of it inform the head of PBSO, the Administrative Agent and the donor(s) and, in consultation with the donors as appropriate, determine an appropriate response.

Non-UN recipient organization (NUNO) eligibility:

In order to be declared eligible to receive PBF funds directly, NUNOs must be assessed as technically, financially and legally sound by the PBF and its agent, the Multi Partner Trust Fund Office (MPTFO). Prior to submitting a finalized project document, it is the responsibility of each NUNO to liaise with PBSO and MPTFO and provide all the necessary documents (see below) to demonstrate that all the criteria have been fulfilled and to be declared as eligible for direct PBF funds.

The NUNO must provide (in a timely fashion, ensuring PBSO and MPTFO have sufficient time to review the package) the documentation demonstrating that the NUNO:

- ➢ Has previously received funding from the UN, the PBF, or any of the contributors to the PBF, in the country of project implementation.
- ➢ Has a current valid registration as a non-profit, tax exempt organization with a social based mission in both the country where headquarter is located and in country of project implementation for the duration of the proposed grant. (**NOTE**: If registration is done on an annual basis in the country, the organization must have the current registration and obtain renewals for the duration of the project, in order to receive subsequent funding tranches).
- ➢ Produces an annual report that includes the proposed country for the grant.
- ➢ Commissions audited financial statements, available for the last two years, including the auditor opinion letter. The financial statements should include the legal organization that will sign the agreement (and oversee the country of implementation, if applicable) as well as the activities of the country of implementation. (**NOTE**: If these are not available for the country of proposed project implementation, the CSO will also need to provide the latest two audit reports for a program or project-based audit in country.) The letter from the auditor should also state whether the auditor firm is part of the nationally qualified audit firms.
- ➢ Demonstrates an annual budget in the country of proposed project implementation for the previous two calendar years, which is at least twice the annualized budget sought from PBF for the project.[19]
- ➢ Demonstrates at least 3 years of experience in the country where grant is sought.
- ➢ Provides a clear explanation of the CSO's legal structure, including the specific entity which will enter into the legal agreement with the MPTF-O for the PBF grant.

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[19] Annualized PBF project budget is obtained by dividing the PBF project budget by the number of project duration months and multiplying by 12.

ANNEX C: Project Results Framework (MUST include sex- and age disaggregated targets)

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	Indicator milestones
Outcome1: **Women-focused CSOs Coalition are coordinated and have the requisite capacity to promote and sustain peacebuilding and women participation in Sierra Leone** SDG Targets: 5.1, 5.2, 16.1, 16.6, 16.7		Outcome Indicator 1a Level of collaboration and communication among women-focused civil society organization Baseline: to be determined at baseline Target: Same as above	Means of Verification: -Coalition assessment reports - Minute of meetings Frequency of data collection: Annually	Month 9
		Outcome Indicator 1b Increased in the number of actions taken by Coalition members Baseline: To be determined at baseline Target: Target will be set after baseline	Means of Verification: Activity reports Frequency of data collection: Annually	Month 12

	Output 1.1 Coalition of women-focused CSOs working on conflict prevention/mitigation and meaningful participation of women established and functional	Output Indicator 1.1.1 Number of functional coalitions groups establish at national and district levels Baseline: 1 Target: 6	Means of Verification: Minute of coalition meetings Frequency of data collection: Annually	Month 6
	Indicative activities 1.1.1: Map and profile organizations working on conflict prevention, mitigation women participation and elections, and develop a 'power and influence matrix' to show the	Output Indicator 1.1.1 Number of profiles developed Baseline: None (Zero) Target: 50	Means of Verification: -Project reports -Assessment reports Frequency of data collection: Quarterly	Month 12
	diverse, unique strengths and influence each CSO is bringing into the coalition 1.1.2: Provide technical assistance to set up a national secretariat with sub-national structures for the coalition and develop a term of	Output Indicator 1.1.2 Number of coalitions CSO members trained in tracking, monitoring and advocating for SILNAP financing (disaggregated by sex, age, disability) Baseline: None (Zero) Target: 120	Means of Verification: Training register and report Frequency of data collection: Semi Annually	Month 12
	reference and standard	Output Indicator 1.1.4	Means of Verification:	

operating procedure (administrative procedures structures, and systems) to help put in place governance structure and officially launch the coalition	Number of women-focused CSOs actively advocating for SILNAP financing (disaggregated by National and Sub-national) Baseline: None (Zero)	Women-focused CSO reports	Month 12
1.1.3: Develop a working Together Manual and toolkit to enhance and promote shared vision, synergy, linkages, and joint engagements among coalition members	Output Indicator 1.1.3 Quality of the working together tool kit developed and disseminated Target: 1	Frequency of data collection: Manual document	Month 6
1.1.4: Support regular consultations meetings and interaction of the coalition members for planning, review/assessment of progress, monitoring and report on the health of the coalition.	Output Indicator 1.1.4 Number of meetings conducted Target: 1	Minute of meetings report	
1.1.5: Support the setup/maintenance of a functional 'Information Hub" for the coalition to facilitate there day to day	Output Indicator 1.1.5 Number and Quality of information hub setup	Technological gadget	

	activities (WhatsApp groups, data and internet connectivity and others 1.1.6: Train women-focused CSOs in tracking, monitoring and advocating for SILNAP financing	Baselinne:0 Target: 3 <u>Output Indicator 1.1.6</u> Number of women-focused CSO's trained on monitoring and advocacy techniques Baseline: 0 Target 120	Training Reports Focused Group Discussions	
	Output 1.2: Technical capacity of Women-focused CSOs coalition on a range of normative frameworks, messaging, advocacy, ICT and other requisite knowledge and skills enhanced <u>Indicative Activities:</u> 1.2.1: Conduct training for 120 members of the	<u>Output Indicator 1.2.1:</u> Number of trained coalition members demonstrating skills and techniques in advocacy and use of ICT (disaggregated by sex, age, disability) <u>Baseline: None</u> <u>Target:</u> 120 (100 female, 20 male)	<u>Means of Verification:</u> Training reports <u>Frequency of data collection:</u> Quarterly	Month 6

	coalition using the 'Working Together Manual and Tool Kit'

1.2.2: Conduct a TOT for coalition members on relevant normative frameworks; UN Resolution 1325, Beijing Declaration and Platform of Action, Public Elections Act, Cyber Security crime Act 2021, CEDAW and with emphasis on VAW/referrals and existing peace mediators to effectively prevent and mediate peace | Output Indicator 1.2.2: Number of coalition members trained as TOT on relevant normative frameworks; UN Resolution 1325, Beijing Declaration, Platform for Action and CEDAW

(disaggregated by age, sex, level of education, disability)

Baseline: None

Target: 120 (90 female, 30 male) | Means of Verification: Training register

Frequency of data collection: Quarterly | Month 3 |
| | 1.2.3: Train coalition members on CEDAW on VAW/Referrals and existing peace mediators to effectively prevent and mediate peace | Output Indicator 1.2.3: Number of coalition members trained on CEDAW and VAW referral

Baseline: None

Target: 120 (90 female, 30 male) | Means of Verification: CSO reports Participant list

Frequency of data collection: Quarterly | Month 3 |

		Output Indicator 1.2.4: Number of coalition members who benefit from advocacy training (disaggregated by sex, age, disability, level of education) Baseline: None Target: 120 (90 female, 30 male)	Means of Verification: Radio Programs Participant list Frequency of data collection: Quarterly	Month 18
	1.2.4: Train coalition members on message development, advocacy and policy communication and report writing, and media(traditional and social media, including amplifying local women's voices through community, radios to host and generate programs on various media platforms 1.2.5: Introduce a structured mentoring and coaching program for older women and younger women 1.2.6: Train members on programme management, proposal writing skills, financial literacy, fund diversification, and donor reporting as part of sustainability	Output Indicator 1.2.5: Number of CSOs put on the mentorship program Baseline: None Target: 60 Output Indicator 1.2.5: Number of women-focused CSO's trained on program management proposal writing skill, financial literacy, fund diversification and donor reporting Baseline: 0	Means of Verification: Mentorship reports Frequency of data collection: Quarterly	Month 12

		Target: 60 Number of market women trained on basic use of technologies		
	1.2.7: Strengthen market women associations to use basic technologies and *Loumah* (public market days) platforms to promote peace as well as garner support for women participation during the elections			
	Output 1.3: Women-focused CSOs coalition ability to develop quality proposals for joint programme and sustainability are enhanced Indicative Activities:	Output Indicator 1.3.1: Number of proposals and concepts on VAWE and WPS written and submitted to prospective donors by CSOs in the Coalition Baseline: None Target: 5	Means of Verification: Project proposal awarded to group Frequency of data collection: Quarterly	Month 18
	1.3.1: Support coalition members to document and disseminate the outcomes of the project,	Output Indicator 1.3.1: Number of knowledge product generated by coalition members	Means of Verification: Knowledge product	Month 18

	lessons learnt, best practices to various stakeholders, development partners, donors, and the private sector	Baseline: None Target: 3	Frequency of data collection: Quarterly	
	1.3.2 Train Coalition members on writing proposals and concept notes to replicate similar capacity in areas not previously covered.	Output Indicator 1.3.2: Number of women-focused CSOs linked to donors that fund VAWE/P and WPS initiatives Baseline: 0 Target: 60	Means of Verification: Training reports Frequency of data collection: Semi annually	Month 6
	1.3.3: Coalition set up mechanism to continue to monitor and support meaningful female representation and peace process 1.3.4: Train Coalition members on financial	Output Indicator 1.3.3: Quality of monitoring mechanisms set up to monitor meaningful female representation Baseline: 0 Target: 3		

59

	literacy, fund raising, funding pooling/diversification, programme management and donor reporting	Output Indicator 1.3.4: number of women-focused CSO trained on financial literacy skills Baseline: 0 Target: 60		
	1.3.5: Facilitate and link women-focused CSOs to donors that fund VAWE/P and WPS initiatives	Output Indicator 1.3.4: Number of Coalition and Donor Liaison Meeting Baseline: 0 Target: 3		
Outcome 2: Coalition of Women-focused CSOs initiate and lead conflict prevention, mitigation and promote women's participation before, during and after the 2023 elections SDG targets: 5.1, 5.2, 5.5, 16.1, 16.3, 16.6, 16.7, 16a		Outcome Indicator 2a: Number of joint actions taken by women-focused CSOs coalition to prevent conflict and promote meaningful participation of women Baseline: TBD Target: TBD after baseline	Means of Verification: Activities reports Frequency of data collection:	Month 6
		Outcome Indicator 2b:	Means of Verification:	Month 6

		Number of women aspirants and % increase in proportion of seats in local councils held by women Baseline: 18% Target: 22%	National Elections Commission Report Frequency of data collection: Annually	
		Outcome Indicator 2c: Number of cases of violence against girls and women reported during the elections cycle (Disaggregated by type of violence and geographic location) Baseline: To be determined during baseline Target: To be set after baseline	Means of Verification: Rainbow Initiative Reports One Stop Centre Reports Frequency of data collection: Quarterly	Month 6
		Outcome Indicator 2d: Number of women-focused CSOs participating in policy dialogue processes that seek to increase women participation and representation in decision making at local and national level	Means of Verification: CSO reports	Month 6

		Baseline: To be determined during baseline	Frequency of data collection:	
			Quarterly	
		Target: 20 (5 National, 15 sub national level women-focused CSOs)		
	Output 2.1: Capacity of Coalition of women-focused CSO to jointly plan, design and carry out coherent advocacy messages to relevant partners and stakeholders before the 2023 elections enhanced

Indicative Activities:

2.1.1: CSOs Coalition members conduct situational analysis and assessment of hotspot before the elections and develop a joint and coherent strategy and plan for 2023 elections based on evidence | Output Indicator 2.1.1: Number of joint advocacy undertaken by the women-focused CSOs and CBOs coalition

Baseline: 0 (0 National, 0 sub national CSOs)

Target: 20 (5 national and 15 sub-national CSOs) | Means of Verification: Project reports

Frequency of data collection: Quarterly | Month 18 |
| | | Output Indicator 2.1.2: Number of female candidates supported by CSOs coalition members to develop their manifestos and carry out effective campaigns at national and district level | Means of Verification: CSO reports

Frequency of data collection: Quarterly | Month 2 |

	2.1.2: Support women-focused CSOs and CBOs to develop advocacy tool kits on women peace and security to facilitate advocacy activities and interventions among relevant stakeholders	<u>Baseline:</u> 0 (0 parliamentary, 0 local council candidates) <u>Target:</u> 50 (20 parliamentary, 30 local council)		
	2.1.3: CSOs Coalition carry out mass sensitization to promote peaceful elections using various community and media platform and sign a media pack with media houses, bloggers, and various social media influencers to support the peace process and peaceful electioneering 2.1.4 Support the coalition to engage the security and justice sector to provide protection and access to justice for female candidates and access to referral pathways	<u>Output Indicator 2.1.3:</u> Number of engagement forums organized by CSO coalitions to discuss women participation in election processes <u>Baseline:</u> 0 (0 National, 0 sub national) <u>Target:</u> 15 (5 national, 10 sub national level)	<u>Means of Verification:</u> CSO reports <u>Frequency of data collection:</u> Quarterly	Month 18

	2.1.5: Organize quarterly policy dialogues between policy makers, security sectors, formal and informal institutions including men and boys' networks to solicit their support for legal, programmatic, and moral support for conflict prevention, mitigation and meaningful participation of women in the elections cycle and after 2.1.6: Support Coalition members to train One Stop Centre (OSCs) manager and SGBV Steering Committees members (local councils, Chief Medical Personnel, Family support Units, traditional and religious authorities and CSOs) to respond to possible election violence			

	Output 2.2: Coalition CSO members mobilize support for female candidates, aspirants and create enabling platforms for women meaningful participation and protection during the 2023 elections enhanced	Output Indicator 2.2.1: Number of people reached through community and social media platforms by CSO coalitions members with messages on peaceful electioneering (disaggregated by sex) Baseline: 0 (0 male, 0 female)	Means of Verification: CSO reports Frequency of data collection: Quarterly	Month 9
	Indicative Activities: 2.2.1:CSOs Coalition members support female candidates to develop their manifestos and carry out effective campaigns at national and at district level leveraging the female aspirant caucuses at the subnational levels 2.2.2: Provide leadership trainings for women candidates at the national and local level 2.2.3: Promote women's participation as voters and	Target: 700,000 (350,000 male, 7350,000 female)		
		Output Indicator 2.2.2: Number of opinion leaders, peace ambassadors, mothers' groups, youth leaders mobilized by CSO coalition to sensitize citizens on peaceful coexistence before, during and after the elections Baseline: 0 (0 male, 0 female) Target: 100 (50 male, 50 female)	Means of Verification: Project reports Frequency of data collection: Quarterly	Month 3
		Output Indicator 2.2.3: Number of elections related violence cases reported before, during and after the elections (disaggregated by sex of the victims)	Means of Verification: Situation room reports	Month 6

	produce civic education materials in collaboration with the electoral commission 2.2.4: Support CSOs coalition to engage the media, traditional & religious institutions, including male champions to support female candidature, address gender-based violence including hate speeches, and bullying. 2.2.5: Engage with security sector to provide special protection for the electorate and for women candidates and observers/monitors during the 2023 elections 2.2.6: Support training of the rural women's groups in using media equipment and tools to document and desire their stories	Baseline: 0 (0 male, 0 female) Target: TBD after baseline	One stop centres Reports Frequency of data collection: Quarterly	
		Output Indicator 2.2.4: Number of One Stop center equipped with skills and knowledge on how to provide counselling, psychosocial and medical support to victims of abuse (disaggregated by sex) Baseline: 0 (0 male, 0 female) Target: 30 (20 male, 10 female) Output Indicator 2.2.5 Number of engagement meeting held	Means of Verification: Training register Frequency of data collection: Quarterly	Month 6
		Output Indicator 2.2.6: Number of women trained in the use of media equipment Baseline: 0 Target: 120	Minute of engagement -Training report -Participant list	Month 6

	2.2.7; Engage with security sector to provide special protection for women voters and candidates and observers during the 2023 elections 2.2.8: Support newly elected women candidate and provide mentorship for them	Output Indicator 2.2.7: Number of engagements held Baseline: 0 Target: 4 Output Indicator 2.2.8: Number of elected women candidates mentored Baseline: 0 Target: 50	-Report on engagement - Minute and participant list List of participants	
	Output 2.3: Coalition CSO members ability to initiate reconciliation, provide counseling and psychosocial support and access to justice for aspirants, affected women and girls after the 2023 elections enhanced Indicative Activities:	Output Indicator 2.3.1: Number of aggrieved parties supported by coalition members to seek redress and peaceful cohesion through legal processes and alternative conflict resolution mechanisms Baseline: 0 (0 male, 0 female) Target: 50 (10 male, 40 female)	Means of Verification: CSO reports Frequency of data collection: Quarterly	Month 4
	2.3.1: 2.3.1 Support Coalition members to train One Stop centers service providers to provide counselling and	Output Indicator 2.3.1: Number of newly elected women candidates supported to settle into office through training and mentorship	Means of Verification: Project reports Frequency of data	Month 8

	psychosocial and medical services. 2.3.2: Support coalition members to address post-election violence by working with relevant stakeholders and actors and provide mitigation measures to promote peace and tolerance 2.3.3: Support coalition members to work with aggrieved parties to seek redress and promote peaceful cohesion thought legal processes and alternative conflict resolutions 2.3.4: Support coalition members to enhance speedy access to justice for women candidate petition election cases 2.3.5: Support coalition members to develop and promote reconciliatory messages and establish	<u>Baseline:</u> 0 (0 female parliamentarians, 0 female local council representatives) <u>Target:</u> 100 (20 female parliamentarians, 80 female local council representatives) 2.3.2: Number of actions undertaken to address post-election violence and peace building 2.3.4: Number of actions taken to support women candidates to address their petition election cases 2.3.5: Number of actions taken to promote reconciliation and linkages to alternative dispute resolution mechanism	Quarterly Activities report Activities report Activities report	

	alternative dispute resolution mechanism 2.3.6 Support coalition members to hold various meetings to evaluate the outcomes of the elections and document lessons learnt	2.3.6 Number and outcomes of meetings to evaluate the outcomes of the elections and document lessons learnt		

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[i] Accord: An Insight of Peace Initiatives(Women Building Peace)

[ii] Women Peacebuilding in Rwanda and in Sierra Leone(Impact of Resolution 1325)

[iii] Women and Peacebuilding in Rwanda and Sierra Leone (Impact of Un Resolution 1325,2018)

[iv] Accord Insights an International insights of Peace Initiatives(Women Building Peace0

Totals				
	Recipient Organization 1 UN Women	**Recipient Organization 2 UNDP**	**Recipient Organization 3 World Vision**	**Totals**
1. Staff and other personnel	$ 220,000.00	$ 100,000.00	$ 80,000.00	$ 400,000.00
2. Supplies, Commodities, Materials	$ -	$ -	$ -	$ -
3. Equipment, Vehicles, and Furniture (including Depreciation)	$ -	$ -	$ -	$ -
4. Contractual services	$ 200,000.00	$ 80,000.00	$ 55,000.00	$ 335,000.00
5. Travel	$ 114,000.00	$ 47,000.00	$ 55,000.00	$ 216,000.00
6. Transfers and Grants to Counterparts	$ 216,000.00	$ 209,100.00	$ 170,000.00	$ 595,100.00
7. General Operating and other Costs	$ 175,058.88	$ 88,000.00	$ 60,000.00	$ 323,058.88
Sub-Total	$ 925,058.88	$ 524,100.00	$ 420,000.00	$ 1,869,158.88
7% Indirect Costs	$ 64,754.12	$ 36,687.00	$ 29,400.00	$ 130,841.12
Total	$ 989,813.00	$ 560,787.00	$ 449,400.00	$ 2,000,000.00

Performance-Based Tranche Breakdown					
	Recipient Organization 1 UN Women	**Recipient Organization 2 UNDP**	**Recipient Organization 3 World Vision**	**TOTAL**	**Tranche %**
First Tranche:	$ 692,869.10	$ 392,550.90	$ 314,580.00	$ 1,400,000.00	70%
Second Tranche:	$ 296,943.90	$ 168,236.10	$ 134,820.00	$ 600,000.00	30%
Third Tranche:	$ -	$ -	$ -	$ -	0%
TOTAL	$ 989,813.00	$ 560,787.00	$ 449,400.00	$ 2,000,000.00	