

The Elsie Initiative Fund
for Uniformed Women in Peace Operations



ANNUAL REPORT

2023

Acknowledgments

Donor Government Commitments and Contributions as at 31 December 2023

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

CANADA

Total Contribution
US\$ 13,018,331

GERMANY

Total Contribution
US\$ 2,549,359

2023 Commitment
US\$ 549,359

REPUBLIC OF KOREA

Total Contribution
US\$ 1,000,000

2023 New Contribution
US\$ 500,000

DENMARK

Total Contribution
US\$ 700,000

2023 Commitment
US\$ 200,000

Overall Commitment
US\$ 900,000

NETHERLANDS

Total Contribution
US\$ 3,316,733

NORWAY

Total Contribution
US\$ 1,072,321

2023 Commitment
US\$ 156,775

AUSTRALIA

Total Contribution
US\$ 4,300,000

2023 New Contribution
US\$ 1,000,000

FINLAND

Total Contribution
US\$ 1,097,142

2023 Commitment
US\$ 218,478

UNITED KINGDOM

Total Contribution
US\$ 8,741,856

2023 New Contribution
US\$ 1,250,164

UN Police from Rwanda on Patrol in IDP Camp in Juba, January 2021

UN Photo/Chris Danks

Foreword

from

Ms. Sima Sami Bahous

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



UN Photo / Evan Schneider

During the February 2023 plenary meeting of the United Nations Special Committee on Peacekeeping Operations, Member States reiterated their call for greater participation of women in peacekeeping¹. They highlighted what we all know so well - that the presence of women peacekeepers contributes to the greater credibility of missions and enables more effective mandate implementation. Furthermore, they emphasised that women's equal participation is crucial for today's multidimensional peacekeeping missions, as it enhances the mission's effectiveness in protecting civilians, and addressing women's specific security needs in the community.

Yet, in the particularly difficult global peace and security landscape that we find ourselves in today, including in the security sector, we remain a very long way from the equality that we seek. Currently, women constitute just 9 per cent of all uniformed peacekeepers. Women are still starkly under-represented in the majority of peacekeeping military contingents, especially in roles and functions that are traditionally dominated by men. While positive progress has been made by Member States and the United Nations since the adoption of the United Nations Uniformed Gender Parity Strategy in 2018, there remains much more

¹ Strategic Communications, Gender Mainstreaming, Better Protections for Peacekeepers Vital for Stronger Missions, Speakers Say as Special Committee Opens 2023 Session. 21 February 2023. Accessed 13 April 2024. <https://press.un.org/en/2023/gapk246.doc.htm>.

that we can and must do to ensure women's full, equal, and meaningful participation in all aspects of peace and security.

The Elsie Initiative Fund, an innovative financing mechanism, was specifically created to tackle barriers to women's full participation. These include socio-cultural stereotypes, lack of gender-sensitive infrastructure and facilities, and tolerance for misconduct and inappropriate behaviours.

Member States' interest in the Fund has continued to increase with nearly US\$35 million raised to date. I recognise the foresight of Canada along with other Member States in their advocacy and support of the Fund since its inception in 2019. This firm political commitment underscores the importance of the Fund's work and its confidence in the Elsie Fund's Secretariat.

The Fund's support has also enabled institutions, including the United Nations, to undertake awareness-raising, sensitisation, and training activities. These initiatives are essential, not only for improving women's understanding of deployment opportunities and criteria but also for advancing the broader objective of promoting gender equality within security institutions.

I salute the contributions and sacrifices of these courageous uniformed women. Their involvement is crucial in promoting peace and security – their presence challenges stereotypes and encourages the participation of women and girls in host countries. Despite facing personal risks, separation from families and systemic barriers to participation, these brave women exhibit remarkable courage and resilience.

UN Women's commitment to fostering gender equality and promoting women's meaningful participation in peacekeeping operations is stronger than ever. The following pages provide compelling insights, data-driven analysis, and real-life stories that highlight the impact of the Elsie Initiative Fund.

Foreword

from

Mr. Jean-Pierre Lacroix

Under-Secretary-General for Peace Operations,
United Nations Department of Peace Operations



UN Photo / Mark Garten

Gender equality is a fundamental human right and essential for building inclusive and sustainable peace. Ensuring women's full, equal and meaningful participation at all levels of decision-making within national security institutions and in United Nations peacekeeping is imperative to enable effective responses to today's global security challenges. Growing conflict and instability, unresolved conflicts, persistent violence outside of conflict environments, and a complex geopolitical landscape, continue to impact United Nations peace operations². In addition, we are facing a continued roll-back of women's rights in many parts of the world.

In this context, we must ensure that United Nations peacekeeping operations are equipped with the capabilities and mindsets to promote an inclusive and sustainable peace and that our personnel reflect the communities we serve.

The Women Peace and Security Agenda remains a key catalyst towards this goal and a priority of the Department of Peace Operations, anchored in the Action for Peacekeeping and A4P+ agendas.

A diverse and gender-balanced workforce brings more diverse perspectives to United Nations peacekeeping which can improve mandate

² Our Common Agenda Policy Brief 9 A New Agenda for Peace, July 2023. Accessed 7 April 2024. <https://www.un.org/sites/un2.un.org/files/our-common-agenda-policy-brief-new-agenda-for-peace-en.pdf>.

implementation. Teams of women and men peacekeepers tend to have better access to a broader range of host country communities and are able to build trust more effectively. This enables greater access to valuable information to inform a comprehensive understanding of conflict and its impact on different communities. In addition, women peacekeepers represent powerful role models and have been instrumental in promoting gender equality through our mandated support to host country security institutions.

In 2023, thanks to close partnership with our troop and police contributing countries (T/PCCs), the Department of Peace Operations has continued to make good progress towards more gender-balanced peace operations as per the Uniformed Gender Parity Strategy 2018-2028. But there are also challenges. For example, even though the percentage of women deployed in military contingents has more than doubled over the last decade, women continue to be starkly underrepresented. Other areas of progress have been fragile and easily reversible, for example the representation of women in uniformed leadership, in particular in the military. Ensuring women's meaningful participation and creating safe, respectful and enabling environments is not without challenge either, as this requires addressing deeply rooted gender inequalities and beliefs.

We depend on our troop and police contributing countries to recruit, train and deploy peacekeepers and on their continued efforts to strengthen the meaningful inclusion of women in national security institutions, at all levels and in all roles. The Elsie Initiative Fund continues to play a key role in supporting Member States to implement their gender equality commitments, including those made at the 2023 Peacekeeping Ministerial in Ghana. More than 30 Member States made pledges that support the Women Peace and Security agenda including specific pledges to the EIF. Through the 20 projects funded in the first two programming rounds, the EIF has provided an invaluable tool to support contributing countries in expanding their understanding of the barriers women face within national institutions and UN peacekeeping; to increase the pool of uniformed women eligible for deployment; and to improve their working and living conditions.

In 2023, 30 letters of interest from T/PCCs and United Nations peacekeeping missions were submitted in response to the Fund's third programming round. This increased interest is a testament to the Fund's achievements to date, as well as contributing countries' increased commitments to identifying and removing barriers to women's participation. We must jointly build on this momentum towards realizing full gender equality in United Nations peacekeeping and beyond.

Acknowledgements from



Deborah Warren-Smith,
Manager - Elsie Initiative Fund for
Uniformed Women in Peace Operations

31 May 2024



UN Photo

In today's complex peace and security landscape, the full, equal, and meaningful participation of uniformed women is increasingly vital for the overall success of United Nations Peace Operations. This fifth annual report of the Elsie Initiative Fund (EIF) not only showcases the steadfast commitment of EIF-supported Troop and Police Contributing Countries (T/PCCs) and United Nations Peacekeeping missions in identifying and removing barriers to uniformed women - it also highlights the continued robust support from our Member States. Together, we have continued to mobilize resources and advocate for vital resources and commitments that reinforce the critical importance of gender-responsive peacekeeping operations.

The preparation of this report was made possible thanks to the significant contributions of the EIF Secretariat team, whose dedication and hard work has been crucial. I am particularly grateful to Agathe Christien, who led the insightful analysis that highlights the EIF's progress and impact. Significant additional contributions came from Niveen Muiz, Naeemullah Naveed, and Vicentiu Vlad, with Carolina Carrera Saavedra providing the expert graphic design and layout, and Laurence Masing-Ah-Hong providing the translation into French.

Furthermore, I extend my heartfelt thanks to our donors, fund recipients, implementing partners, and stakeholders for their continued collegiality, collaboration, advice, and contributions, which are invaluable for the Fund to continue to meet the demands from the growing number of T/PCC's applying to the Fund, and its efforts to advance gender equality within security institutions globally.

List of Acronyms

A4P	Action for Peacekeeping
A4P+	Action for Peacekeeping Plus
AFL	Armed Forces of Liberia
AMS-SAAT	United Nations Assessment in Mission Service – Selection, Assistance and Assessment Team (DPO)
ANSD	Agence nationale de la Statistique et de la Démographie (Sénégal)
ARTC	Army Recruit Training Centre (Ghana)
ASEAN	Association of Southeast Asian Nations
AU	African Union
AUCI	Uruguayan Agency of International Cooperation
BA	Barrier Assessment
BIPSOT	Bangladesh Institute of Peace Support Operation Training
C34	United Nations General Assembly's Special Committee on Peacekeeping Operations
CADERDT	Centre Autonome d'Etudes et de Renforcement des Capacités pour le Développement au Togo
CAPEC	Cellule d'Analyse de Politiques Economiques du CIRES (Côte d'Ivoire)

CHEDS	Centre des Hautes Etudes de Défense et de Sécurité (Sénégal)
CHOD	Chief(s) of Defence
CIMIC	Civil Military Coordination
CIRES	Centre Ivoirien de Recherches Economiques et Sociales (Côte d'Ivoire)
CPCS	Centre for Peace and Conflict Studies (Cambodia)
CO	Country Office
CSO	Civil Society Organisation
CSW	Commission on the Status of Women
DCAF	Geneva Centre for Security Sector Governance
DOS	Department of Operational Field Support (United Nations)
DPPA	Department of Political and Peacebuilding Affairs
DPO	Department of Peace Operations
EIF	Elsie Initiative Fund
EIFM	Elsie Initiative for Field Missions Facilities and Infrastructure (DOS)
EOSG	Executive Office of the Secretary-General
ERW	Explosive Remnants of War
FAS - PAC	Femmes Africa Solidarité - Pan-African Centre for Gender, Peace and Development
FPF	Flexible Project Funding
FPU	Formed Police Unit

GAF	Ghana Armed Forces
GEM	Gender Equality Marker
GEWE	Gender Equality and Women's Empowerment
GHANBATT	Ghana Battalion
GSS LAB	Gender and Security Sector Lab (Cornell University)
GSU	Gender Strong Unit
IPO	Individual Police Officer
IT	Information Technology
KAIPTC	Kofi Annan International Peacekeeping Training Centre (Ghana)
LACONU	Latin American and Caribbean United Nations Conference on Peace Operations
LOI	Letter(s) of Interest
MEF	Monitoring and Evaluation Framework
MIET	Mobile Information and Education Teams
MINUSCA	United Nations Multidimensional Integrated Stabilisation Mission in the Central African Republic
MINUSMA	United Nations Multidimensional Integrated Stabilisation Mission in Mali
MOA	Memorandum of Agreement
MO	Military Observer
MONUSCO	United Nations Organisation Stabilisation Mission in the Democratic Republic of the Congo

MOU	Memorandum of Understanding
MOWIP	Measuring Opportunities for Women in Peace Operations
MPTF	Multi-Partner Trust Fund
MPTFO	Multi-Partner Trust Fund Office
NAP	National Action Plan
NCO	Non-commissioned officer
NGO	Non-Governmental Organisation
NIS	National Institute of Statistics (Niger)
NPMEC	National Centre for Peacekeeping Forces, Mines, and Explosive Remnants of War (ERW) Clearance (Cambodia)
ODA	Official Development Assistance
OCSS	Office for Coordination and Shared Services
ODI	Overseas Development Institute
OIF	Organisation Internationale de la Francophonie
OMA	Office of Military Affairs (DPO)
PCC	Police Contributing Country
PCRS	Peacekeeping Capability Readiness System (DPO)
PD	Police Division (DPO)
PKM	Peacekeeping Ministerial
PMU	Project Management Unit
POC	Protection of Civilians

POTI	Peace Operations Training Institute
PSD	Public Security Directorate (Jordan)
PSO	Peace Support Operations
PUNO	Participating United Nations Organisation
RC/RCO	Resident Coordinator Office
RCAF	Royal Cambodian Armed Forces
RI	Research Institution
SAA	Standard Administrative Arrangement
SCR	Security Council Resolution
SDG	Sustainable Development Goal(s)
SEA	Sexual Exploitation and Abuse
SENFPU	Senegal Formed Police Unit
SENPOL	Senegal Police Unit
SFGC	Strategic Force Generation and Capability Planning Cell
SLP	Sierra Leone Police
SO	Staff Officer (Military)
SOP	Standard Operating Procedures
TAF	Togo Armed Forces
TCC	Troop Contributing Country
TOR	Terms of Reference
T/PCC	Troop- and police-contributing countries
UAF	Uruguay Armed Forces
UGPS	DPO Uniformed Gender Parity Strategy 2018-2028

UN	United Nations
UNCT	United Nations Country Team
UNCT-GEM	United Nations Country Team Gender Equality Marker
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNMEM	United Nations Military Expert on Mission
UNMISS	United Nations Mission in South Sudan
UNTAC	United Nations Transitional Authority in Cambodia
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
UNIFIL	United Nations Interim Force in Lebanon
UNOPS	United Nations Office for Project Services
UPF	Uganda Police Force
US\$	United States Dollar - all financial figures in this report are in US\$
WPS	Women Peace and Security
ZPS	Zambia Police Service

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Executive Summary

Established in 2019, the Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF), a multi-partner United Nations Trust Fund, supports innovative approaches that promote uniformed women's meaningful participation in security institutions worldwide and in United Nations Peacekeeping Operations.

Global Context

“Peace remains an elusive promise for many around the world. Conflicts continue to wreak destruction, while their causes have become more complex and difficult to resolve”.

United Nations Secretary-General Antonio Guterres,
Our Common Agenda - a New Agenda for Peace.

Deeply entrenched conflicts continue to be fuelled by domestic, geopolitical, and transnational tensions. They are further complicated by the effects of climate emergencies, humanitarian disasters, and other non-traditional security threats – which adversely impact the lives of millions of women and girls globally.

Against this challenging global landscape, the urgency for security institutions and United Nations peace operations to adopt a gender-responsive approach has become increasingly pressing. It is vital for United Nations Peacekeeping Operations to understand the full dimensions of the operational environment they work in and the communities they serve to protect and integrate a gender perspective throughout their mission. Furthermore, it is particularly important that peacekeepers at all levels are trained and empowered to address the unique needs of women and other marginalised groups.



EIF Photo

EIF Secretariat Focus Group with Women from Ghana Armed Forces GHANBATT 89, December 2023

Full, equal, and meaningful participation and integration of uniformed women into United Nations Peacekeeping Operations is essential for enhancing the operational effectiveness and credibility of these missions. Gender-balanced teams of peacekeepers can facilitate access to critical information by reaching out to a broader segment of the population they serve, particularly women and children. This inclusive approach not only improves intelligence gathering but can also strengthen the trust and cooperation between peacekeeping forces and local communities, bringing different analytical perspectives to pave the way for more effective peacekeeping operations.

Furthermore, the participation of uniformed women in peacekeeping serves as a catalyst for social change, challenging prevailing gender stereotypes and demonstrating the critical role of women in leadership and conflict resolution. The presence of uniformed women peacekeepers sends a powerful message to host communities, encouraging the empowerment of local women including in peace processes, and promoting gender equality. This representation is vital for building more inclusive societies and ensuring that peacekeeping efforts are grounded in the principles of equality and justice, contributing to the sustainability of peace processes.

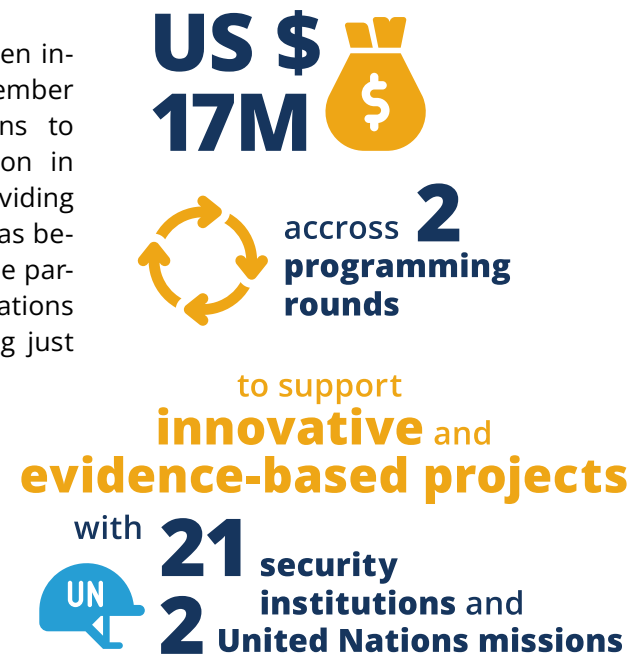
'Women Peace and Security' (WPS) first made its way to the United Nations Security Council agenda through Security Council resolution (SCR) 1325 in

2000. It was followed by a further nine resolutions that comprise the WPS framework,³ and SCR 2538⁴ which specifically calls for greater action to bolster the role of uniformed and civilian women in all levels of peacekeeping. Despite these calls to action, women still represent just nine per cent of all uniformed peacekeepers in 2023.⁵ There has been some progress since the adoption of the United Nations Uniformed Gender Parity Strategy (UGPS) in 2018⁶ for some types of personnel, however, a persistent gap in gender representation remains - especially within military contingents.

Women's underrepresentation is evident, not only in deployments to United Nations Peacekeeping Operations, but also within national security institutions at large due to the many barriers that they face. Some of the more persistent barriers include socio-cultural stereotypes, a lack of gender-sensitive infrastructure and facilities, and tolerance for misconduct and inappropriate behaviours, and it is with EIF support that some of these barriers are being addressed through innovative project design led by both troop- and police-contributing countries (T/PCCs) and United Nations organisations.

Key Results

From its inception in 2019, the EIF has been instrumental in supporting the efforts of Member States and United Nations organisations to increase uniformed women's participation in United Nations peace operations. By providing financial incentives and support, the EIF has become a powerful catalyst for increasing the participation of uniformed women in United Nations peace operations. In this period spanning just over four years, the EIF has allocated **US\$ 17 million** across two programming rounds to support innovative and evidence-based projects with 21 security institutions and two United Nations Peacekeeping Operations.



³ United Nations Peacekeeping. Accessed 7 April 2024. <https://peacekeeping.un.org/en/promoting-women-peace-and-security>.

⁴ United Nations Security Council, "Resolution on peacekeeping and women, peace and security", United Nations, 2020. Accessed 7 April 2024. https://digitalibrary.un.org/record/3878808/files/S_RES_2538_%282020%29-EN.pdf.

⁵ United Nations Peace Security Data Hub. Accessed 7 April 2024. <https://psdata.un.org/dataset/DPO-UCHISTORICAL>.

⁶ United Nations Peacekeeping – Gender Parity Data. Accessed via the EIF website. 7 April 2024. <https://elsiefund.org/dpo-gender-parity-data/>.



To date, the Fund has supported

- **eight** T/PCCs and
- **twelve** security institutions to conduct an institutional assessment to identify barriers to uniformed women's participation, using the DCAF – the Geneva Centre for Security Sector Governance Measuring Opportunities for Women in Peace Operations (MOWIP) methodology
- **eight** of these security institutions⁷ from five T/PCCs published their findings in MOWIP barrier assessment reports to date
- **three** security institutions published their MOWIP report in 2023
- the remaining **four** are on track to finalise their assessment by mid-2024
- **six** of these security institutions applied for funding in the EIF's 3rd programming round launched in March 2023, demonstrating strong national and political commitment to the objectives of the EIF



Providing women with access to training opportunities is essential to facilitate their deployment in United Nations peace operations. Such preparation is a key step in increasing the number of women able to serve in these roles. Through EIF support in 2023, nearly 250 women from Niger Armed Forces, Togo Armed Forces, and Senegal National Police were provided the opportunity to obtain qualifications, thus advancing their careers. Additionally, the EIF supported recruitment initiatives by the Ghana Armed Forces, Uruguay Armed Forces, and Togo Armed Forces to encourage women to pursue careers and enlist in the armed forces, especially in combat and combat service support roles. Positive steps such as these are crucial to motivate women to not only embark on a career in the military but also to promote women's participation in United Nations peace operations.



In 2023, the EIF supported the deployment of three gender-strong units (GSU), which are military or police contingents that include significant representation of women, including in leadership, command, and technical positions. Ghana deployed its 2nd gender-strong military battalion with over 800 military peacekeepers, of whom 20 per cent are women.



⁷ (i) Cambodia Armed Forces; (ii) Côte d'Ivoire Police; (iii) Liberia Armed Forces; (iv) Mexico Armed Forces, Navy, and Police (3); (v) Sierra Leone Armed Forces and Police (2); (vi) Togo Armed Forces and Police (2), (vii) Senegal Armed Forces, (viii) Uganda Police.

Senegal deployed two gender-strong Formed Police Units (FPU) with 20 per cent women, combined. Beyond statistics, uniformed women peacekeepers serving in these units occupy a range of positions and roles, encompassing leadership, command, and technical positions, thereby ensuring that women are integrated across all operational levels.

The EIF continued its close collaboration with the United Nations Department of Peace Operations (DPO) including in relation to creating enabling and gender-responsive mission environments. Unfortunately, due to the termination of the United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA), the EIF-funded project was also terminated with the full grant that was to be used to construct gender-sensitive accommodation and facilities returned to the EIF.⁸

In March 2023, the EIF marked a significant milestone with the launch of its 3rd programming round at a high-level event held at the United Nations Secretariat. This event attracted over 350 attendees from Member States, United Nations organisations, academia, and civil society, and was an opportunity for fund recipients to highlight innovative practices developed with EIF support, as well as for EIF Donors to announce additional contributions to the EIF.

Recognising that long-term institutional transformation can only take place through enabling and contributing to substantive policy frameworks and dialogue, the EIF has been a vocal advocate for increasing the participation of uniformed women in peace operations, engaging in several international and regional conferences. Notably, its participation at the 2023 United Nations Peacekeeping Ministerial (PKM) Preparatory Conference in Bangladesh in June, and the PKM in Ghana, in December 2023 was key for improving its visibility. These high-level events not only allowed the Fund to highlight its achievements and impact but also significantly enhanced its visibility among T/PCCs and within the United Nations system. This visibility was further reinforced by five EIF donors that underscored their continued commitment to advancing the Fund's mission at the PKM.

⁸ MINUSMA's project had incorporated the United Nations Department of Operational Support (DOS) 'Elsie Initiative for Field Missions Facilities and Infrastructure' (EIFM) gender-sensitive infrastructure recommendations and guidelines for field missions into its infrastructure project. DPO, EIF and MINUSMA Press Release, 20 December 2022. Accessed 7 April 2024. https://elsiefund.org/wp-content/uploads/2022/12/EIF-Press-Release_MINUSMA_FINAL_EN.pdf.

Report Structure and Scope

This report presents the EIF's results and achievements over the calendar year from 1 January to 31 December 2023. It highlights the results and impacts that have been achieved through EIF-supported projects. It also highlights innovative practices, lessons learned, and priority areas for the Fund to focus on in the future. The report is organised into five parts:

Part 1 - Results and Impact, highlights the EIF's key aggregated results and impact at the Fund Level, in accordance with the EIF's monitoring and evaluation framework (MEF), and the EIF's four outcomes.

Part 2 - Advocacy and Communications, focuses on the EIF's growing global visibility as a result of its increased advocacy and communications activities, including the start of developing a knowledge hub and community of practice.

Part 3 - Project Profiles, includes an overview of the status of each project, how they contribute to the EIF's results framework and its four outcomes, and the project's key results as of 31 December 2023.

Part 4 - Moving Forward – challenges, effective practices, and priorities – delves into the key challenges and lessons encountered in the implementation of EIF-supported projects. This section highlights the EIF's continuous commitment to refining and institutionalising its procedures and processes throughout its programming. These endeavours also include continued collaboration and partnerships with the United Nations, Member States, and other key partners to enhance programming moving forward.

Part 5 - Consolidated Financial Report includes financial data prepared by the EIF's Administrative Agent – the United Nations Development Programme (UNDP) Multi-partner Trust Fund Office (MPTFO) on the progress made in the implementation of EIF-funded projects.

Part 6 - Elsie Initiative Fund Expenditures and Liabilities provides additional information on the EIF's expenditures and liabilities and funds allocation by funding modality.

Elsie Initiative Fund Overview

The Elsie Initiative Fund (EIF), a United Nations multi-partner trust fund administered by the United Nations Development Programme (UNDP) Multi-Partner Trust Fund Office (MPTFO), was launched in 2019 by the United Nations, Canada and Member States for an initial five-year period (2019-2024), with UN Women hosting the EIF Secretariat. In January 2023, the EIF Steering Committee extended the EIF's Terms of Reference (TOR), for an additional two years, until 31 December 2025, with a commitment to further extend the TOR to 31 December 2028.

The EIF is an innovative, multilateral fund that aims to support and incentivise global efforts to increase the meaningful participation of uniformed women in United Nations peace operations. The EIF was designed to contribute to achieving progress towards the United Nations Security Council's gender targets, in line with the United Nations Department of Peace Operation's (DPO) [Uniformed Gender Parity Strategy 2018-2028](#) (UGPS). To meet these targets and increase the meaningful participation of uniformed women peacekeepers, dedicated commitment, and high-level support from troop- and police-contributing countries (T/PCCs) and the United Nations is critical to ensure that women are deployed at all levels, ranks and roles including leadership and decision-making positions.

The EIF supports projects led by T/PCCs as primary recipients to identify and overcome barriers to the deployment of uniformed women peacekeepers at the national level. United Nations organisations can also submit projects to the EIF as secondary recipients, designed to pilot and test targeted innovations aimed at enhancing the meaningful participation of uniformed women deployed in peace operations.

Furthermore, the EIF aims to increase the body of publicly available knowledge on barriers to and effective approaches in reducing those barriers and advancing the meaningful participation of uniformed women in United Nations peace operations. This knowledge is intended to catalyse and contribute to global conversations about increasing the meaningful deployment of uniformed women in United Nations peace operations.

Since its inception in 2019, the EIF has conducted two programming rounds and launched its 3rd in March 2023. Across all three programming rounds, 91 letters of interest (LOI) from 38 T/PCCs and eight United Nations organisations have been received, as shown in **Table 1**.

Of the 20 approved projects, 10 are for a T/PCC in partnership with a United Nations agency where the Security Institution is the beneficiary; eight are for T/PCCs as a direct fund recipient and beneficiary, and two are for United Nations peace operations.⁹

The 3rd programming round saw a significant increase in both the quantity of LOIs received and the number of T/PCCs submitting these LOIs. Notably, twelve submissions came from T/PCCs that had not previously submitted an LOI to the Fund, underscoring a growing interest in EIF funding opportunities. This trend can be attributed in part, to the EIF's enhanced advocacy efforts and support to prospective applicants, which includes advocacy about the Fund's results and impact and the conduct of capacity-building workshops on the Fund's application process.

Table 1. Summary of LOIs received by the EIF in the 1st three programming rounds, as of 31 December 2023

Programming Round	# LOIs	# T/PCC	# PUNOs	# New TPCCs (not previously applied)	# LOIs from T/PCCs	# T/PCC Security Institutions supported	# LOIs from UN Organisations	# Approved Projects
1: launched June 2019	41	19	4	(19)	35	13	6	10
2: launched April 2021	20	16	2	7	18	8	2	10
3: launched March 2023	30	22	3	12	27	Up to 19: 13 MOWIP 6 FPF ¹⁰	3	Nil to date
Total	91	38¹¹	7¹²	38	80		9	20

⁹ Since inception in 2019, the EIF has approved 20 projects: (i) Bangladesh Armed Forces (1st PR; 2021); (ii) Cambodia Armed Forces (2nd PR; 2022); (iii) Côte d'Ivoire Police (2nd PR; 2021); (iv) Ghana Armed Forces (2nd PR; 2022); (v) Jordan Public Security Directorate (1st PR; 2021); (vi) Liberia Armed Forces (1st PR; 2021); (vii) Mexico Armed Forces, Navy, and Police (1st PR; 2021); (viii) Niger Armed Forces and Police (1st PR; 2021); (ix) Senegal Armed Forces (2nd PR; 2022); (x) Senegal National Gendarmerie (1st PR; 2020); (xi) Senegal National Police (1st PR; 2020); (xii) Sierra Leone Armed Forces (1st PR; 2021); (xiii) Sierra Leone Police (1st PR; 2021); (xiv) Togo Armed Forces (1st PR; 2021); (xv) Togo Police (2nd PR; 2021); (xvi) Uganda Police Force (2nd PR; 2022); (xvii) Uruguay Armed Forces (2nd PR; 2022); (xviii) Zambia Police Service (2nd PR; 2022); (xix) UNIFIL (2nd PR; 2021); (xx) MINUSMA (2nd PR; 2022).

¹⁰ All previously completed an EIF-funded MOWIP barrier assessment.

¹¹ Where a T/PCC submitted more than one LOI, it is counted once.

¹² Where a Participating United Nations Organisation (PUNO) submitted more than one LOI, it is counted once.

Governance Structure

The EIF governance arrangements are built on and informed by the four MPTF principles of inclusiveness, transparency, accountability, and country participation. The EIF's governance structure includes:

- A seven-member Steering Committee that governs the Fund, subject to United Nation's regulations, rules, policies, and procedures, and provides strategic guidance to the EIF to achieve its programmatic objectives.
- The Steering Committee includes three permanent members:
 - (i) DPO,
 - (ii) the Executive Office of the Secretary-General (EOSG), and
 - (iii) UN Women.
 - UN Women, as the host of the EIF Secretariat, is one of the two Steering Committee co-chairs.
 - Canada as the founding member, is a member and the other Steering Committee co-chair, for a period of five years (2019-2024), with the option to renew membership and co-chair position thereafter.
- The Steering Committee also includes three countries with a two-year rotating membership:
 - (i) a contributor to the EIF,
 - (ii) a T/PCC that is eligible for Official Development Assistance (ODA), and
 - (iii) a member of Canada's [Elsie Initiative Contact Group](#). Uruguay served as the Contact Group member for the duration, with Mongolia joining the Steering Committee as the T/PCC member, replacing Rwanda.¹³
- The MPTFO as the Administrative Agent and ex officio Steering Committee member, receives, administers, and releases funds in accordance with the Steering Committee's advice and authorised decisions by the United Nations co-chair, without the right to vote.
- A Technical Committee that provides technical guidance to the EIF Secretariat. Recommended by the Steering Committee, the Technical Committee collectively brings a broad cross-section of academic, gender, geographic, field mission, and military and police operational experience and expertise.

¹³ Members can be accessed on the Elsie Initiative Fund website: <https://elsiefund.org/structure-eifund/>.



UN Photo/Harandane Dicko

MINUSMA Hospital, Mopti, 2022

- A Secretariat hosted by UN Women that is responsible for the operational functioning of the Fund, provides technical and administrative support to the Steering Committee and conducts due diligence of project proposals and monitoring and evaluation procedures.

The EIF continues to collaborate with multiple partners:

- **DCAF** – the [Geneva Centre for Security Sector Governance](#) and **Cornell University's Gender and Security Sector Lab** (GSS Lab): DCAF and the GSS Lab, as part of the Elise Initiative, developed the [Measuring Opportunities for Women in Peace Operations](#) (MOWIP) Barrier Assessment (BA) methodology in October 2020 and subsequently established the DCAF Help Desk. The EIF maintains close coordination with DCAF and the GSS Lab to ensure that support is provided to T/PCC recipients who are conducting, interested in, or planning to conduct a BA using the MOWIP methodology. This support includes providing information about the methodology, its conduct and implementation and the three different MOWIP partnership models.¹⁴
- **Donors:** Donor's generous financial contributions and in-kind support continue to enable the EIF's innovative and ambitious programming. Contributions and commitments to the Fund from Australia, Canada, Denmark, Finland, Germany, the Netherlands, Norway, the Republic of Korea, and the United Kingdom totalled US\$ 35,795,741 as of 31

¹⁴ Information on the three partnership models can be accessed on the Elsie Initiative Fund Website: <https://elsiefund.org/structure-eifund/>.

December 2023, almost reaching the initial US\$ 40 million target set to operationalise the EIF. This figure includes new contributions and commitments made in 2023 of almost US\$ 3.9 million. For more information on contributions and commitments, visit the EIF portal on the MPTFO website: <https://mptf.undp.org/fund/eif00>.

- **Member States, fund recipients, and implementing partners:** Member States' inputs, knowledge, and experiences, including the knowledge and experience of women and men peacekeepers, inform the EIF's work. The EIF Secretariat also recognises the efforts made by regional and national military and police organisations, as well as support from the United Nations Development Programme (UNDP) and UN Women Regional and Country Offices in supporting the development and implementation of T/PCC and Participating United Nations Organisation (PUNO) submissions.
- **DPO:** including the Office of Military Affairs (OMA), Police Division (PD), the Office for Coordination and Shared Services (OCSS), and the Strategic Force Generation and Capability Planning Cell (SFGC), provides strategic and technical guidance to the Fund to achieve its programmatic objectives.
- **The Department of Operational Support (DOS):** 'Elsie Initiative for Field Missions Facilities and Infrastructure' (EIFM) project has developed gender-sensitive infrastructure recommendations and guidelines for Field Missions. These guidelines can also be used by T/PCC construction projects such as women's accommodation and barracks, training and creche facilities, and can be made available on request to the United Nations.¹⁵
- **The Women, Peace, and Security (WPS) community:** which includes research institutions working to advance the WPS agenda including women's leadership within the security sector, civil society organisations (CSOs), women's global, regional and national military and police networks. The EIF also recognised the leadership and advocacy in relation to gender equality, from organisations such as the WPS Chiefs of Defence (CHoD) Network currently chaired by Sweden,¹⁶ the [Peace Operations Training Institute](#) (POTI), national and international peacekeeping training centres and the Organisation internationale de la Francophonie (OIF).

¹⁵ Information about the EIFM can be accessed here: <https://www.un.org/en/delegate/supply-chain-launches-2nd-phase-elsie-initiative-field>.

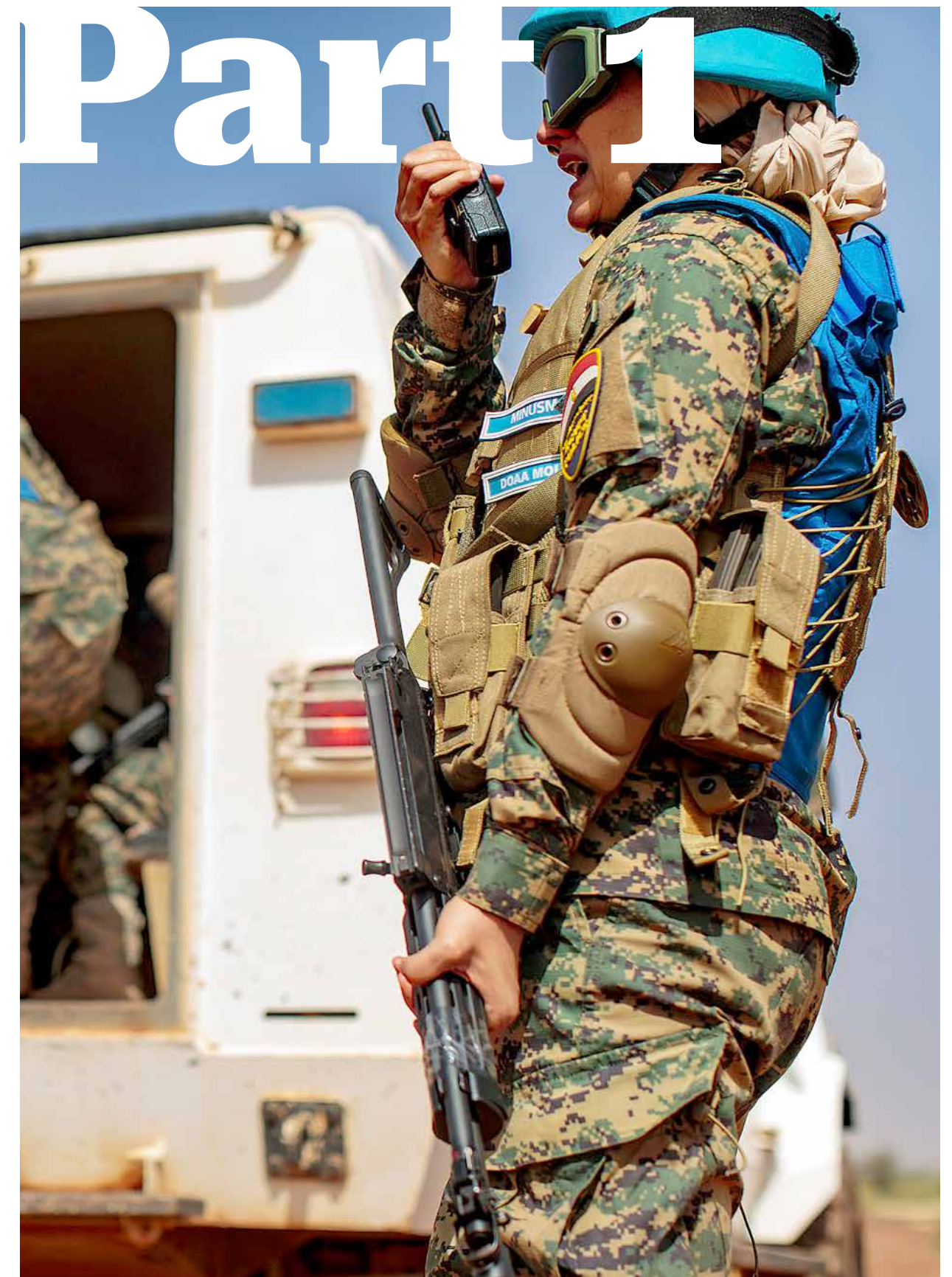
¹⁶ Information on the WPS CHoDS can be accessed here: <https://wpschods.com/message-from-the-chairman/>.

Highlights



- 30 JANUARY
EIF Steering Committee and Donor Meeting:
• **AGREED TO EXTEND** the EIF Terms of Reference (TOR) from 31 March 2024 to 31 December 2025
• **COMMITTED TO EXTEND** the EIF TOR to 31 December 2028
- 3 FEBRUARY
SÉNÉGAL National Police deploys their 1st GSU to **MONUSCO**
- 23 MARCH
COTE D'IVOIRE Police MOWIP Report Launch, in partnership with UN Women
- 30 MARCH
EIF 3rd Programming Round (PR) **HIGH-LEVEL LAUNCH**
- 19 APRIL
EIF **TECHNICAL BRIEF** for prospective 3rd PR applicants
- 3-10 MAY
EIF **WEBINAR SERIES** for prospective 3rd PR applicants
- 17 MAY
1st EIF monitoring visit in **JORDAN**
- 6-8 JUNE
EIF participates in DCAF's MOWIP Lessons Learned Workshop, **TURKEY**
- 25-26 JUNE
EIF presents at the UN Peacekeeping Ministerial Preparatory Meeting, on Women in Peacekeeping, **BANGLADESH**
- 27 JUNE
EIF visits **BANGLADESH** Institute of Peace Support Operation Training (BIPSOT)
- 29 JUNE
UGANDA Police Force MOWIP Report Launch, in partnership with UN Women
- 9-30 JULY
1st EIF monitoring visit to **NIGER** and **TOGO**
- 27 JULY
SIERRA LEONE Police MOWIP Report Launch, in partnership with UN Women

- 31 JULY-5 AUGUST
1st EIF monitoring visit to **SÉNÉGAL**
- 29 AUGUST
EIF 2022 Annual Report Briefing with EIF-fund recipients
- 4 SEPTEMBER
GHANA Armed Forces deploys their 1st GSU to **UNIFIL**
- 8 SEPTEMBER
3rd PR closes - 30 submissions received from:
• 22 T/PCC
• 3 UN Peacekeeping Missions
- 11 SEPTEMBER
EIF participates in the 2nd Latin American and Caribbean Conference on UN Peace Operations, Argentina - **LACONU II**
- 1 OCTOBER
MONGOLIA joined the EIF Steering Committee for a two-year term, replacing Rwanda as T/PCC
- 9 OCTOBER
SÉNÉGAL National Gendarmerie launches their Gender Policy
- 25 OCTOBER
DPPA, DPO, EIF and UN Women collaboration: **"PEACE BEGINS WITH HER"**, an 'Inside Out Action' event celebrating Women and Peace, New York
- 2 NOVEMBER
SÉNÉGAL National Gendarmerie inaugurates their daycare facility
- 7-10 DECEMBER
1st EIF monitoring visit to **GHANA**
- 4-6 DECEMBER
Peacekeeping Ministerial in **GHANA**, Member States made pledges and future commitments to the EIF:
• **AUSTRALIA** – additional funding
• **DENMARK** – reconfirmed their existing pledge
• **GERMANY** – pledged and made a new contribution
• **REPUBLIC OF KOREA** – pledged a new contribution
• **UK** – re-confirmed their commitment
- 19 DECEMBER
URUGUAY conducts their 1st International Peacekeeping Conference



Egyptian Formed Police Unit (FPU) conducting improvised explosive device (IED) search and detection training, December 2022

Part 1: Results and Impact

In 2023, measuring results and impact was a key priority for the Elsie Initiative Fund (EIF), to assess how the EIF is continuing to contribute to major changes in advancing the meaningful participation of uniformed women in United Nations Peacekeeping Operations. The EIF continued to prioritise the implementation of the EIF Monitoring and Evaluation Framework (MEF),¹⁷ and report on projects' progress towards achieving the EIF's four key outcomes per the EIF's quarterly reporting and monitoring requirements. As part of these requirements, the EIF conducted mid-term monitoring visits in five countries to monitor the implementation of eight projects, capture key project results and lessons to date, and provide project monitoring, reporting, and capacity-building expertise and support.

Highlights and key results from nine projects under implementation,¹⁸ four projects that concluded in 2023,¹⁹ two that were terminated in 2023,²⁰ and one that remains in the inception phase,²¹ are described below. Additional details

¹⁷ EIF Monitoring and Evaluation Framework, 2022. Accessed 7 April 2024. <https://elsiefund.org/wp-content/uploads/2022/10/221021-EIF-MEF-V1.0.pdf>.

¹⁸ (i) Royal Cambodian Armed Forces, (ii) Ghana Armed Forces, (iii) Senegal Armed Forces, (iv) Senegal National Gendarmerie, (v) Senegal Nationale Police, (vi) Togo Armed Forces, (vii) Togo Police, (viii) Uruguay Armed Forces, (ix) Zambia Police Service.

¹⁹ (i) Côte d'Ivoire Police, (ii) Jordan Public Security Directorate, (iii) Sierra Leone Police, (iv) Uganda Police Force.

²⁰ (i) Niger Armed Forces and Police, (ii) United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA).

²¹ Bangladesh Armed Forces remain at the inception stage with funds transfer and subsequent implementation pending.

on these 16 EIF-funded projects can be found in Part 3 - Project Profiles.

As described in the EIF MEF, the EIF's ultimate impact is to contribute to **accelerating the pace of change towards the meaningful participation of uniformed women in United Nations peace operations.** The EIF's secondary aim is to **contribute to the global conversation on increasing the representation of uniformed women in United Nations peace operations through knowledge generation.** The ultimate and secondary impacts are to be achieved through the EIF's four outcomes described below, with each EIF-funded project required to contribute to one or more of these four outcomes. The EIF also contributes to the United Nations Sustainable Development Goals (SDG) 5 and 16,²² with all EIF-funded projects to be classified as United Nations Country Team (UNCT) Gender Equality Marker (GEM) – UNCT-GEM 3.²³

- **Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations.** Identifying and understanding the range of barriers that prevent women's full and equal participation in United Nations Peacekeeping Operations and security sector institutions is a prerequisite to formulating recommendations that can contribute to the reduction of barriers to the deployment of uniformed women. This outcome can be achieved through the conduct of a comprehensive barrier assessment (BA) to advance country-specific knowledge of barriers to deployment.

- **Outcome 2: Increased meaningful deployment of uniformed women peacekeepers**

²² United Nations SDGs (by 2030) that the EIF contributes to, are SDG 5 – achieve gender equality and empower all women and girls, and SDG 16 - promote peaceful and inclusive societies, promote access to justice for all, and building effective, accountable, and inclusive institutions.

²³ The UNCT-GEM is designed to track how UNCTs allocate resources towards gender equality and women's empowerment (GEWE). The UNCT-GEM uses a four-point coding scale, from 0 to 3, to indicate the planned contribution of the sub-output to gender equality. UNCT GEM Guidance Note, 2024. Accessed 8 April 2024. <https://unsdg.un.org/resources/unct-gender-equality-marker-guidance-note-2024>.

to United Nations peace operations. The provision of financial assistance and commitments through the gender-strong unit (GSU)²⁴ premium can support fostering conditions for troop- and police-contributing country (T/PCC) fund recipients to advance the meaningful participation of uniformed women at all levels, including in leadership and technical roles.

- **Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers.** Increasing the pool of uniformed women eligible to deploy as United Nations peacekeepers is important to ensure that there are enough uniformed women at all ranks and levels in United Nations Peacekeeping Operations. This outcome can be achieved through the implementation of activities, including but not limited to, developing policies and procedures to recruit uniformed women, launching recruitment campaigns with specific messaging for women, and conducting capacity-building activities to advance women's skills and prepare for national and United Nations examinations.
- **Outcome 4: Improved working/living conditions for uniformed women peacekeepers in United Nations missions.** Improving working and/or living conditions for uniformed women peacekeepers can foster the provision of equal opportunities for deployment conditions and address specific gender-related barriers that women face while on deployment. This outcome can be achieved through in-mission innovative pilot projects to improve workplace safety, as well as the provision of gender-sensitive infrastructure and equipment.

²⁴ A Gender-Strong Unit (GSU) is a military unit or formed police unit (FPU) that includes a high percentage of women in operationally significant roles. The GSU premium is designed to incentivise T/PCCs to train, deploy and integrate more women into formed units, integrated horizontally and vertically – across all roles and ranks. The term 'GSU' is an EIF 'construct', it relates only to the EIF and should not be confused with the Department of Peace Operations (DPO) Police Division's (PD) gender-integrated Formed Police Unit (FPU).

EIF Impact

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

The EIF continues to make some progress in accelerating the pace of change towards the increased meaningful participation of uniformed women in United Nations peace operations. In 2023, the average percentage of women deployed by *EIF-funded Troop Contributing Countries* (TCCs) was 10.5 per cent, which is significantly higher than the global average of 7.4 per cent. Among *EIF-funded Police Contributing Countries* (PCCs), the average representation of women was 16.9 per cent, however, this figure falls below the global average of 19.8 per cent. **Graphs 1 and 2** below provide a breakdown of descriptive statistics, disaggregated by military and policies, and funding modalities - Measuring Opportunities for Women in Peace Operations (MOWIP) BA, and flexible project funding (FPF), compared against the global average for the years 2018 to 2023.²⁵

Graph 1 illustrates the percentages of military women deployed by TCCs since the launch of the [United Nations Uniformed Gender Parity Strategy 2018-2028](#) (UGPS). It also provides a disaggregation by EIF fund recipients and funding modalities – MOWIP BA or FPF. Since 2018, there has been an upward trend among all TCCs, increasing from an average of 4 per cent in 2018 to 7.4 per cent in 2023.²⁶ This increment is particularly pronounced amongst EIF-funded TCCs, where the figure increased markedly, from 6.3

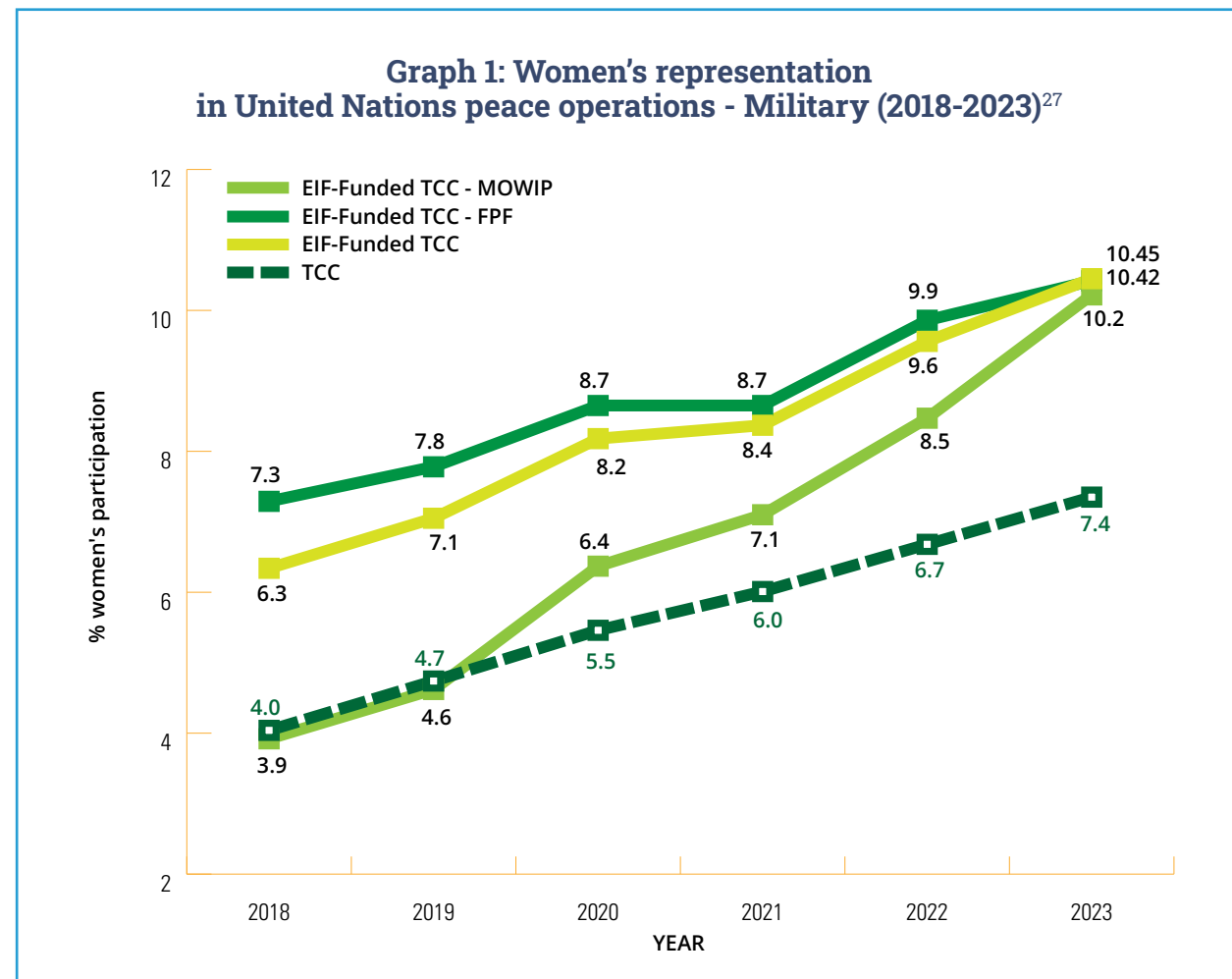
²⁵ Note: all EIF fund recipients that requested funds to undertake a BA, used the DCAF – the Geneva Centre for Security Sector Governance Measuring Opportunities for Women in Peacekeeping (MOWIP) methodology.

²⁶ Percentages refer to the yearly average of military women deployed in all categories of military personnel.

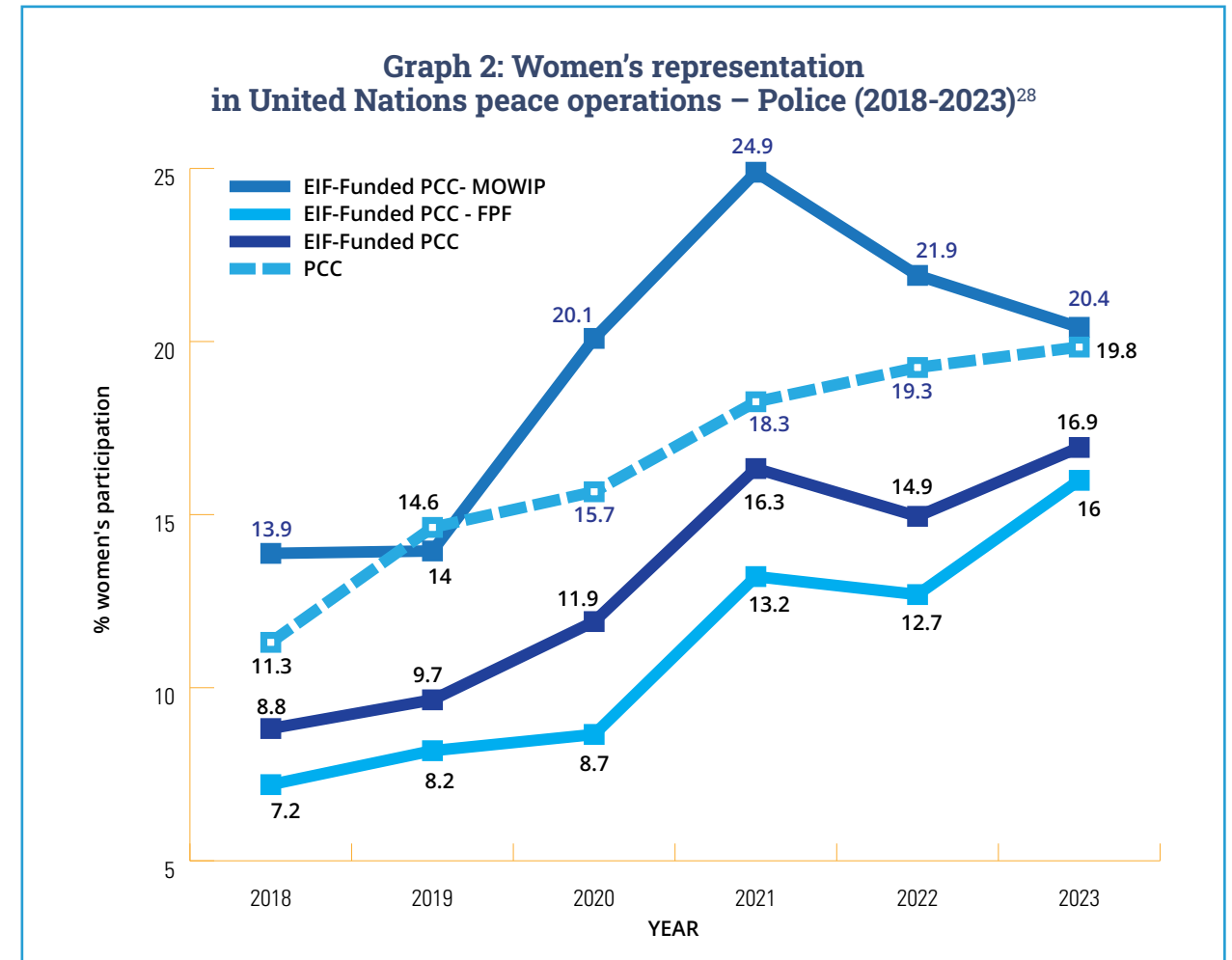
per cent in 2018 to 10.5 per cent in 2023. Further disaggregation shows that women’s deployment figures for EIF-funded TCCs conducting a MOWIP BA increased from 3.9 per cent in 2018 to 10.2 per cent in 2023. Similarly, EIF-funded TCCs implementing FPF activities to address barriers to uniformed women’s participation have also made significant progress towards deploying more uniformed women, from 7.3 per cent in 2018 to 10.4 per cent in 2023. These trends might suggest that advancing gender

equality issues and women’s participation are considered a priority for these TCCs.

These descriptive statistics might suggest that EIF funding support is contributing to accelerating the pace of change towards the increased representation of uniformed women in military contingents in United Nations Peacekeeping Operations. However, this does not imply correlation or causation.



²⁷ United Nations Peace Security Data Hub (<https://psdata.un.org/dataset/DPO-UCHISTORICAL>) data was used for this analysis for each EIF-funded TCC project under implementation or completed in 2023. (EIF-funded projects that are approved or at the inception stage are not included in this analysis). The data includes uniformed women deployed in all categories of military personnel. The data uses yearly averages and is aggregated across each of the following groups:
 - 6 EIF-funded TCCs (FPF & MOWIP): (i) Royal Cambodian Armed Forces, (ii) Ghana Armed Forces, (iii) Niger Armed Forces, (iv) Senegal Armed Forces, (v) Togo Armed Forces, (vi) Uruguay Armed Forces.
 - 3 EIF-funded TCCs (MOWIP): (i) Royal Cambodian Armed Forces, (ii) Senegal Armed Forces, (iii) Togo Armed Forces.
 - 4 EIF-funded TCCs (FPF): (i) Ghana Armed Forces (DCAF MOWIP pilot), (ii) Niger Armed Forces, (iii) Togo Armed Forces, (iv) Uruguay Armed Forces (DCAF MOWIP pilot).



Graph 2 illustrates the growth in the percentage of uniformed women police deployed by PCCs since the UGPS launch. Women’s participation has increased from 11.3 per cent in 2018 to 19.8 per cent in 2023, which is a significant increase of nine percentage points within five years. However, the proportion of women police officers deployed by EIF-funded PCCs stands at 16.9 per cent – which is lower than the 19.8 per cent global average in 2023. Further analysis shows that EIF-funded PCCs conducting a MOWIP BA deploy women at a similar rate (20.4 per cent) as the global average of 19.8

per cent in 2023. In contrast, the proportion of women police deployed by EIF-funded PCCs implementing an FPF project is 16 per cent – which is lower than the 2023 global average of 19.84 per cent. However, this figure still represents an improvement from the 13.2 per cent average recorded in 2021. Noting these trends suggests a positive trajectory over the last two years. Efforts to hasten progress towards increasing the participation of uniformed women must be stepped up to reach and surpass the UGPS 2028 targets.

²⁸ Aggregated data is for each EIF-funded PCC project under implementation or completed in 2023:
 - 7 EIF-funded PCCs (FPF & MOWIP): (i) Côte d’Ivoire Police, (ii) Jordan Public Security Directorate (DCAF MOWIP pilot), (iii) Senegal National Gendarmerie and Senegal National Police (DCAF MOWIP pilot – combined), (iv) Sierra Leone Police, (v) Togo Police, (vi) Uganda Police Force, and (vii) Zambia Police Service.
 - 3 EIF-funded PCCs (MOWIP only): (i) Côte d’Ivoire Police, (ii) Sierra Leone Police, and (iii) Uganda Police Force.
 - 3 EIF-funded PCCs (FPF): (i) Jordan Public Security Directorate, (ii) Senegal National Gendarmerie and Senegal National Police (DCAF MOWIP pilot – combined), (iii) Zambia Police Service.

GSU Funding Modality

The deployment of GSUs significantly contributes to advancing the EIF’s primary goal of accelerating the pace of change towards the meaningful participation of uniformed women in United Nations peace operations, while also supporting the attainment of the UGPS gender targets. As of December 2023, two T/PCCs – Ghana and Senegal, had deployed three GSUs comprising 1,142 personnel – of whom 20 per cent are women (233). Women in these units are appointed in senior leadership, command, and technical positions, including commander, section commander, driver, and mechanic roles. Notably, Ghana deployed their 2nd gender-strong battalion to United Nations Interim Force in Lebanon (UNIFIL) - GHANBATT 90, in September 2023 (year two of the three-year GSU deployment) and increased the number of military women deployed, from 165 (19 per cent) to 176 (20 per cent) in the unit’s 2nd rotation.

Senegal National Police deployed two gender-strong Formed Police Units (FPUs) during

2023 to the United Nations Organisation Stabilisation Mission in the Democratic Republic of the Congo (MONUSCO) - SENFPU-3, and the United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA) – SENFPU-2 MINUSMA-9. SENFPU-3 MONUSCO GSU deployed in January 2023 with 23 per cent women’s representation (32), which is a substantial increase from 17 per cent in 2022 (24). SENFPU-2 MINUSMA-9 GSU, which was deployed in August 2022 with 18 per cent women’s representation, was unable to redeploy to MINUSMA in September 2023 due to the downsizing, termination and phased withdrawal of MINUSMA.

As illustrated in **Table 2**, these three GSUs account for 33 per cent of the Ghana Armed Forces and Senegal Police’s total deployments as a TCC and PCC respectively. Notably, these units contain 46 per cent of the total number of women deployed by these two T/PCCs – almost half of the women deployed in these units. GHANBATT 90 comprises 37 per cent of Ghana’s total deployed troops, with almost 53 per cent of all military women deployed in a military contingent, serving within GHANBATT 90.

Table 2: Share of EIF-funded GSU compared to T/PCC’s overall contribution to United Nations peace operations

T/PCC	TOTAL # DEPLOYED PERSONNEL	TOTAL # W DEPLOYED	% W DEPLOYED	TOTAL # PERSONNEL IN GSU	UNITED NATIONS MISSION	GSU AS A PROPORTION OF TOTAL PERSONNEL T/PCC	TOTAL WOMEN IN GSU	% WOMEN IN GSU	W IN GSU AS A PROPORTION OF TOTAL # OF W
Calculation	A	B	(B ÷ A) %	C		(C ÷ A) %	D	(D ÷ C) %	(D ÷ B) %
Ghana Armed Forces (GHANBATT 90 2023-2024)	2,309 ²⁹	335	14.5%	862	UNIFIL	37%	176	20%	52.5%
Senegal National Police	1,125 ³⁰	171	15%	140	MONUSCO	25%	32	23%	33%
Senegal National Police				140	MINUSMA		25	18%	
Total	3,434	506	15%	1,142		33%	233	20%	46%

²⁹ This is the 2023 average of total personnel deployed in military contingents by the Ghana Armed Forces.

³⁰ This is the 2023 average of total personnel deployed by both Senegal Police and Senegal Gendarmerie within FPUs.



EIF High-level 3rd Programming Round Launch, UN Secretariat, 31 March 2023. Left to Right: USG Jean-Pierre Lacroix, UN DPO; USG Sima Sami Bahous, Executive Director, UN Women; Jacqueline O’Neill, Canada’s Ambassador for Women, Peace and Security; and Major General Maureen O’Brien, Deputy Military Advisor, UN DPO

UN Photo

Of Senegal’s total FPU deployments, which include both Senegal Police and Gendarmerie FPUs, the two gender-strong FPUs deployed by Senegal Police account for 25 per cent of Senegal’s FPU deployments. Women deployed in these gender-strong FPUs represent 33 per cent of the total number of women deployed in Senegalese FPUs, demonstrating a balanced distribution. While women’s participation in GSUs is understandably higher than in non-GSU units, these figures indicate that women deployed by Ghana and Senegal are not exclusively deployed in GSUs – which is a critical factor for the EIF. More broadly, both T/PCCs are successfully meeting and surpassing the UGPS 2023 targets of 10 per cent for military contingents, and 13 per cent for FPUs, with Ghana deploying 14.5 per cent overall of military women, and Senegal deploying 15 per cent overall of women within FPUs.

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

In 2023, the EIF played a key role in promoting the inclusion of uniformed women in United Nations peace operations. Its efforts and contributions were recognised in 31 policy consultations, debates, and events. Additional information and links to these activities and reports are available in Annex 2.

The Secretary-General’s 2023 Report on Women and peace and security ([S/2023/725](#)) highlighted the efforts of the EIF, alongside proactive measures undertaken by Member States and United Nations Peacekeeping Operations, in supporting the implementation of the UGPS.



UN Photo

2nd Latin America and Caribbean Conference on UN Peace Operations, Argentina, September 2023. Left to Right: USG Jean-Pierre Lacroix, Jorge Taiana, formerly Argentina Minister of Defense, General Birame Diop, Military Advisor, UN DPO, and Deborah Warren-Smith, EIF Manager

The Executive Office of the Secretary-General (EOSG) of the United Nations commissioned an independent review of the United Nations system's capacity to deliver on gender equality. The 2023 report noted that the Fund had demonstrated progress towards gender equality including with a systems transformation lens and should continue building on promising practices and lessons learned.³¹

The EIF was also highlighted as an effective mechanism to support T/PCCs in their efforts to increase the number of uniformed women deployed to United Nations peace operations, in the report of the Sixty-Seventh Session of the Commission on the Status of Women (CSW67).³²

The significant contribution of uniformed

women to peacekeeping and peace processes, particularly in leadership positions, was emphasised at three United Nations Security Council meetings and one General Assembly meeting. The United Nations Mission in South Sudan (UNMISS) Police Commissioner Christine Fossen commended the leadership of UN Women and the EIF for their advocacy and funding support aimed at overcoming obstacles to uniformed women's participation. Furthermore, Uruguay acknowledged the EIF support for the Uruguay Armed Forces project to remove barriers to the deployment of uniformed women. Lastly, Australia, at the United Nations General Assembly Fourth Committee meeting on Peacekeeping Operations, highlighted the EIF's support to T/PCCs to identify and overcome barriers to the recruitment and deployment of women and urged the Committee to not lose momentum in progressing gender parity.

The EIF attended the 2023 United Nations Peacekeeping Ministerial (PKM) Preparatory Conference in Bangladesh, in June, and the PKM in Ghana, in December 2023. This presented a significant opportunity for the EIF to gain visibil-

31 George, R. and Gulrajani, N., 2023. 'Trends in development finance for gender: mapping threats and opportunities for funders'. Framing Note. London: ODI. Accessed 7 April 2024. https://cdn.odi.org/media/documents/ODI_Trends_in_development_finance_for_gender_5pBCzD3.pdf.

32 Commission on the Status of Women (CSW 67): Report on the normative aspects of the work of the United Nations Entity for Gender Equality and the Empowerment of Women. 2022. Accessed 26 March 2024. <https://undocs.org/E/CN.6/2023/2>.

ity, highlight the Fund's results and impact, and discuss T/PCC projects that the Fund is supporting. As part of the event, pledges were made to the EIF by Australia, Denmark, Germany, the Republic of Korea, and the United Kingdom. On the margins of the event, members of Canada's Elsie Initiative for Women in Peace Operations Contact Group released a statement noting the positive contribution of the EIF to advance the participation of women in peace operations since its inception in 2019.

Aside from the EIF's high-level 3rd programming round launch in March 2023, the EIF also participated in the 2nd Latin America and Caribbean Conference on United Nations Peace Operations (LACONU II), in Buenos Aires, Argentina. At the 2023 United Nations Woman Police Officer of the Year Award, presented during the annual United Nations Police Week, UN Women Deputy Executive Director Sarah Hendriks presented the award, highlighting the EIF as a dedicated programming area that is directly connected to gender equality within police forces worldwide.

Also in 2023, seven events led by Member States and EIF fund recipients highlighted the EIF's financial, technical and advocacy support. Three T/PCCs launched their MOWIP reports: Côte d'Ivoire Police, Uganda Police Force and Sierra Leone Police, and the Senegal National Gendarmerie launched their Gender Policy and daycare facility. The Uruguay Armed Forces conducted their 1st international conference: *Peace Needs Women: Experiences in Operational Roles of Women in the Armed Forces and United Nations Peace Missions*, and Cambodia highlighted its MOWIP BA project at the Launch of the Association of Southeast Asian Nations (ASEAN) workshop on the localisation of women peace and security (WPS) in Cambodia.

The EIF contributed to and highlighted its programming, during three events led by regional organisations and Member States, including a Nordic Peacekeeping Workshop, the ASEAN WPS Summit: *Implementation of the Regional Action Plan on Women, Peace, and*

Security and workshops led by the Organisation Internationale de la Francophonie (OIF).

Three academic and civil society workshops also included EIF participation during 2023. The EIF participated in the DCAF - Geneva Centre for Security Sector Governance MOWIP Lessons Learned Workshop, contributing to the DCAF Policy Brief - Implementing a MOWIP Assessment - Practitioners' Insights.³³

Outcomes and outputs: Aggregated results

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

7 security institutions undergoing a MOWIP BA in **6** countries in 2023 ³⁴

The EIF played a pivotal role in contributing to expanded country-specific knowledge of barriers to the deployment of uniformed women peacekeepers across six countries by supporting seven security institutions to conduct a

33 DCAF Implementing a MOWIP Assessment: Practitioners' Insights, 2023. Accessed 7 April 2024. <https://www.dcaf.ch/implementing-mowip-assessment-practitioners-insights>.

34 (i) Royal Cambodian Armed Forces (2nd PR; 2022); (ii) Côte d'Ivoire Police (2nd PR; 2021); (iii) Senegal Armed Forces (2nd PR; 2022); (iv) Sierra Leone Police (1st PR; 2021); (v) Togo Armed Forces (1st PR; 2021); (vi) Togo Police (2nd PR; 2021); (vii) Uganda Police Force (2nd PR; 2022).

158 interviews with key decision-makers conducted (55 women; 103 men)

MOWIP BA. The conduct of these seven MOWIP BA involved surveying a total of 3,297 security personnel, comprising 1,280 women and 2,017 men, and 158 key decision-makers including 55 women and 103 men.

3,297 surveys with security institution personnel conducted (1,280 women; 2,017 men)

Three of these seven institutions published their assessment reports in 2023 – Côte d'Ivoire Police, Sierra Leone Police, and Uganda Police Force. The MOWIP reports identified several common high barriers, such as household constraints, gender roles, lack of awareness about deployment criteria and opportunities, and lack of specific skills to deploy, including language, firearms and driving skills.

3 MOWIP reports publicly available EIF-funded

Of note, during 2022-2023, two T/PCCs piloted the inclusion of additional and innovative activities as part of their MOWIP project planning. Firstly, sensitisation sessions were organised at the regional level to heighten awareness about the MOWIP process and its importance. Secondly, women-only focus groups were con-

ducted to ensure that women's voices were included in the validation process and to validate the report's findings. These two activities have subsequently been incorporated into the DCAF MOWIP methodology in the future.

It is also worth highlighting that, following the launch of the MOWIP report, the Sierra Leone Police developed an action plan to address key barriers identified in the report. Additionally, all T/PCCs that completed their MOWIP in 2023 have applied to the EIF for FPF in the 3rd Programming Round. These projects aim to tackle key barriers outlined in their MOWIP reports, demonstrating a proactive commitment to advance women's meaningful participation in these security institutions.

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

With EIF funding support, the Ghana Armed Forces and Senegal National Police continued to bolster women's meaningful participation in United Nations Peacekeeping Operations through the deployment of three GSUs in 2023: a military battalion from the Ghana Armed Forces and two FPUs from Senegal National Police.³⁶ Significantly, the Ghana Armed Forces deployed two gender-strong battalions consecutively to UNIFIL over a two-year period. The 1st GSU (GHANBATT 89) deployed from September 2022 to September 2023, with women comprising 19 per cent (165 women) of the unit. In the subse-



³⁶ Of interest, both the Ghana Armed Forces and Senegal's National Police participated in the DCAF MOWIP pilot (2019 – 2021).

³⁵ (i) Côte d'Ivoire Police; (ii) Sierra Leone Police; (iii) Uganda Police Force.

Table 3: Summary of Senegal National Police GSU Deployments

FPU	UN PEACE OPERATION	DEPLOYMENT DATES	NUMBER OF WOMEN	PERCENTAGE OF WOMEN
SENFPU-2	MINUSMA	2022-2023	25	18%
SENFPU-3	MONUSCO	2023-2024	32	23%

quent rotation in September 2023 (GHANBATT 90), the Ghana Armed Forces increased the number of women to 176 (20 per cent), including three serving as platoon commanders, eight as engagement team members, and a total of 15 women officers.

Furthermore, as detailed in **Table 3**, Senegal National Police deployments of two FPUs to MINUSMA and MONUSCO also saw a significant increase in the number of women deployed by Senegal to United Nations peace operations. In 2022-2023, Senegal National Police deployed its 1st MINUSMA FPU (SENFPU-2 MINUSMA-9) with 18 per cent women's representation (25 women), an increase from 13 per cent (18 women) in 2021. In 2023, Senegal National Police deployed its 1st ever GSU to MONUSCO (SENFPU-3) with 23 per cent women's representation (32), an increase from 17 per cent (24) in 2022. Women in these GSUs hold key positions including platoon commanders, section commanders, liaison officers, and transport officers.

Deployment figures from T/PCCs that completed a MOWIP or are undergoing an FPF project in 2023, revealed mixed results regarding the increase of uniformed women in United Nations Peacekeeping Operations. Among the T/PCCs that completed a MOWIP, the data indicates a downward trend in the deployment of uniformed women to United Nations peace operations compared to the year the project commenced. Côte d'Ivoire Police observed a one per cent decrease, from 29 per cent in 2021 to 28 per cent in 2023. Additionally, the Uganda Police Force saw a decrease in the deployment of women peacekeepers, declining from 33 per


cent in 2022 to 29 per cent in 2023. In contrast, Sierra Leone Police significantly increased the number of women police peacekeepers from 50 per cent in 2021 to 93 per cent in 2023.

These outcomes can be partially attributed to the relatively small overall numbers of personnel deployed by these T/PCCs, particularly individual police officers. Moreover, these T/PCCs have yet to commence implementing measures to address the obstacles identified in their MOWIP. Other factors, including the drawdown of MINUSMA, may also contribute to explaining these declining trends, particularly concerning the Côte d'Ivoire Police and the Sierra Leone Armed Forces.

Regarding FPF projects that concluded or were terminated in 2023, both the Jordan Public Security Directorate and the Niger Armed Forces and Police increased the numbers of uniformed women deployed to United Nations peace operations, compared to the baseline data from the year of project commencement (2021). Specifically, the percentage of women peacekeepers deployed by the Jordan Public Security Directorate increased from 8 per cent in 2019 to 19 per cent. Similarly, there has been an increase in the percentage of women deployed by the Niger Armed Forces and Police, from 2.7 per cent in 2021 to 6 per cent in 2023. While these figures cannot be directly attributed to EIF project funding support, these trends indicate that these T/PCCs prioritised the deployment of uniformed women, suggesting that EIF funding and advocacy can play a supportive role in furthering these commitments.

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

Out of the total of 20 EIF-funded projects, 15 were either under implementation or completed in 2023, with one expected to commence in 2024 (the remaining four had concluded in 2022).³⁷ Of these 15, eight—constituting 53 per cent, were aimed at increasing the pool of uniformed women eligible for deployment as United Nations peacekeepers.³⁸ These projects encompassed a wide range of activities, including the development of rosters, initiatives for sensitisation and awareness-raising, capacity-building, and training for both women and men, recruitment campaigns, efforts to support the promotion and career advancement of uniformed women, and the construction of gender-sensitive facilities and accommodation.

304  **women in rosters of uniformed women eligible to deploy as United Nations peacekeepers**

Roster creation and pool of women eligible to deploy. During 2023, both the Senegal National Police and Gendarmerie continued to develop their rosters of uniformed women police eligible for peacekeeping deployment, through

37 (i) Cambodia Armed Forces, (ii) Côte d'Ivoire Police, (iii) Ghana Armed Forces, (iv) Jordan Public Security Directorate, (v) Niger Armed Forces and Police, (vi) Senegal Armed Forces, (vii) Senegal National Gendarmerie, (viii) Senegal National Police, (ix) Sierra Leone Police, (x) Togo Armed Forces, (xi) Togo Police, (xii) Uganda Police Force (MOWIP), (xiii) Uruguay Armed Forces, (xiv) Zambia Police Service, (xv) MINUSMA. NOTE: The Bangladesh Armed Forces project is anticipated to commence mid-2024.

38 (i) Ghana Armed Forces, (ii) Jordan Public Security Directorate, (iii) Niger Armed Forces and Police, (iv) Senegal National Gendarmerie, (v) Senegal National Police, (vi) Togo Armed Forces, (vii) Uruguay Armed Forces, (viii) Zambia Police Service.

EIF funding support. In 2023, Senegal National Police grew their roster to 245 women, with 98 women deploying in FPU's and 14 as IPOs. Additionally, seven women from Senegal's National Gendarmerie deployed as IPOs in 2023.

When considering deployments from both the Gendarmerie and Police, out of the 39 women police officers on the roster who passed the EIF-funded United Nations Assessment in Mission Service - Selection, Assistance and Assessment Team (AMS-SAAT) exams in 2022, 21 (54 per cent) were deployed as IPOs in 2023.

Having trained 40 military women in specialised skills to enhance their readiness for peacekeeping deployment through EIF funding, the Niger Armed Forces also established a roster for military women to deploy, in 2023.

Internal awareness-raising, sensitisation, and training. Internal awareness-raising and sensitisation activities play a crucial role in providing an enhanced understanding of deployment opportunities and criteria, as well as in furthering the broader goal of advancing gender equality within security institutions. The Uruguay Armed Forces conducted information and education sessions across the country, reaching out to 656 security personnel, consisting of 379 women and 277 men. These sessions aimed to familiarise participants with criteria, roles and tasks associated with United Nations deployments, and were conducted by mobile information and education teams nationwide. Notably, 82 per cent of participants self-reported enhanced knowledge about peacekeeping deployment opportunities following these sessions. Similarly, the Uruguay Armed Forces convened an international peacekeeping conference, which was attended by 61 uniformed women. The conference aimed to heighten awareness regarding women's meaningful participation in United Nations peacekeeping and facilitate the sharing of experiences among participants.



UNIFIL - Women from GHANBATT 90 conducting a Blue Line foot patrol, October 2023. Left to Right: S/Lt TA Nyaaku, Lt (GN) G Osei-Appiah and Capt AS Antwi-Darko.

Photo: CPL Asare Ernest, GAF

717  **personnel sensitized about United Nations peacekeeping deployment opportunities, criteria, and selection**

As an additional strategy to raise awareness, the Togo Armed Forces acknowledged five individuals (three women and two men) as gender equality champions, recognising their efforts in promoting gender equality and enhancing women's participation in the military. Furthermore, Senegal National Gendarmerie continued its initiative of training gendarmerie personnel before their deployment in FPU's. In 2023, 445 personnel underwent training on gender issues, peacekeeping and sexual exploitation and abuse (SEA), facilitated by the civil society organisation Femmes Africa Solidarity (FAS),

This reflects Senegal Gendarmerie's ongoing commitment to actively engaging with civil society, as evidenced by FAS's continued support for this training initiative since 2021.

445  **personnel trained on gender issues and sexual exploitation and abuse (SEA) before deployment within FPU's**

Promotion and career advancement. The enhancement of women's careers, particularly in accessing specialised roles, is crucial for expanding the cadre of uniformed women eligible for deployment to United Nations peace operations across different levels. With EIF funding support, a total of 248 uniformed women from Niger, Togo, and Senegal received scholarships or specialised training to gain skills, pursue de-

grees or take specific national examinations to advance their careers in 2023.


248 

uniformed women received scholarships or specialized training to advance their career

In Niger, 40 military women received training in plumbing, computer and information technology (IT), engineering, mechanics and civil-military cooperation. In Togo, 58 military women received scholarships through EIF funding to pursue degrees in communications, journalism, psychology, and catering.

The Senegal National Police prepared 150 women to take professional, or specialist examinations to join the police as drivers, auto-mechanics, assistant nurses, cooks, and IT support, among other roles. Results from Senegal indicate that 60 per cent of women (30 out of 50) who took the professional examinations passed them, with the results from the specialist examinations expected to be reported in 2024.

Recruitment and external sensitisation. In efforts to encourage women to pursue careers and enlist in the armed forces, including in combat and combat support roles, the Ghana Armed Forces and Togo Armed Forces conducted awareness campaigns targeting over 23,250 high-school and tertiary education students.

23,250 
students sensitized about career opportunities in the military including 13,677 women

This included engaging with 13,677 young women during recruitment and regional sensitisation campaigns. These campaigns were designed to promote women's participation in the military and challenge prevailing stereotypes about women's roles within the armed forces. Additionally, EIF funding supported 200 young women throughout the recruitment process to join the Niger Armed Forces by providing 'safe kits,'³⁹ along with financial support for transportation and registration fees. These recruitment and sensitisation efforts have been instrumental in transforming perceptions about women's roles within the armed forces and fostering mutual respect and understanding between civilians and military personnel.⁴⁰

Gender-sensitive measures and policy development. In 2023, with EIF-funding support, three gender-sensitive measures and policies were developed – by the Senegal National Gendarmerie, Senegal National Police, and Uruguay Armed Forces. These initiatives underscore the critical support that the EIF provides to security institutions to advance gender inclusion in institutional frameworks and policies at the national level to enable inclusive environments for uniformed women.

3 
gender-sensitive measures and policies to advance women's meaningful participation in security institutions

Senegal National Gendarmerie's gender policy and implementation plan, launched in October 2023, demonstrates strong senior leadership commitment to integrating a gender perspective in human resources policies and practices.

³⁹ These kits include hygiene and sanitary products for women.

⁴⁰ Result from focus group discussions during 2023 EIF mid-term monitoring missions.

The implementation plan includes measures designed to enhance understanding of gender-related concepts among all personnel and implement measures to prevent and respond to any form of sexual harassment and gender-based violence.

Senegal National Police convened workshops led by a committee of experts to refine its regulations with a gender-sensitive lens. Key recommendations from these workshops included reducing the minimum height for both female and male recruits, allowing the option to wear civilian attire during pregnancy, and removing the reference to a 'head of household' in housing benefits of police officers. Although implementing these recommendations would require strong advocacy by senior leadership and parliamentarians, these efforts signal a progressive step towards integrating gender considerations into and transforming institutional frameworks.

Furthermore, the Uruguay Armed Forces implemented a pilot program to provide gender-sensitive benefits, designed to address household constraints faced by uniformed women peacekeepers and male peacekeepers in single-parent households. This initiative provides education and transportation benefits for the children of uniformed women peacekeepers during their deployment to United Nations peace operations. To date, seven uniformed women applied for these benefits, which will be rolled out in 2024.

Gender-sensitive infrastructure. In 2023, the completion of three gender-sensitive infrastructure projects marked significant milestones in establishing inclusive environments for uniformed women personnel. Senegal National Gendarmerie completed the construction of a daycare facility, Jordan's Public Security Directorate completed the construction of an accommodation and training facility for women police officers, and the Togo Armed Forces fi-

nalised the construction of one of two women's accommodation blocks. Three construction projects are currently in progress – Ghana Armed Forces and Togo Armed Forces, while one project is yet to begin with the Zambia Police Service.

3 
gender-sensitive infrastructure projects completed







Infrastructure projects can play a critical role in addressing household constraints for uniformed women by alleviating the burden of childcare responsibilities. This in turn allows them to focus on their duties, enabling uniformed women to better balance their professional and personal responsibilities and supporting their participation and retention in the security institution. The construction of women's accommodation can further support security institutions in recruiting and accommodating more women, thereby also increasing the pool of women eligible for deployment.

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

The EIF was unable to contribute to outcome four in 2023, due to external constraints. MINUSMA's drawdown resulted in the termination of the EIF-funded MINUSMA project, which aimed to construct gender-sensitive accommodation and facilities in four FPU camps.

Summary of key results

EIF OUTCOME 1: EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS

OUTCOMES	 1 gender-sensitive measure taken to address key barriers by 1 T/PCC following the MOWIP report launch ⁴¹
OUTPUTS	 3 security institutions ⁴² completed an EIF-funded MOWIP BA in 2023
	 3 EIF-funded publicly available MOWIP reports ⁴³
	 7 security institutions undergoing a MOWIP BA in 6 countries ⁴⁴
	 3,297 surveys with security institution personnel conducted (1,280 women; 2,017 men)
	 158 interviews with key decision-makers conducted (55 women; 103 men)






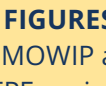
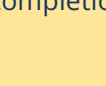
41 Action plan development to address key barriers by Sierra Leone Police.



42 (i) Côte d'Ivoire Police, (ii) Sierra Leone Police, (iii) Uganda Police.


43 (i) Côte d'Ivoire Police, (ii) Sierra Leone Police, (iii) Uganda Police.

44 (i) Royal Cambodia Armed Forces (2nd PR; 2022); (ii) Côte d'Ivoire Police (2nd PR; 2021); (iii) Senegal Armed Forces (2nd PR; 2022); (iv) Sierra Leone Police (1st PR; 2021); (v) Togo Armed Forces (1st PR; 2021); (vi) Togo Police (2nd PR; 2021); (vii) Uganda Police Force (2nd PR; 2022).



EIF OUTCOME 2: INCREASED MEANINGFUL DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS

OUTCOMES	 GSU DEPLOYMENT - ongoing (2022-2023)	Increase from 13% (18) (2021) to 18% (25) (2022) deployed women peacekeepers in the Senegal National Police FPU to MINUSMA. 2 section commanders are women, and 3 women hold technical positions.
	 GSU DEPLOYMENT - ongoing (2022-2023)	Increase from 16% (137) (2021) to 19% (165) (2022) deployed women peacekeepers in the Ghanaian battalion to UNIFIL, 15 women are officers, including platoon commander and section commander.
	 GSU DEPLOYMENT - new (2023)	Increase from 17% (24) (2022) to 23% (32) (2023) deployed women peacekeepers in the Senegal National Police FPU to MONUSCO, including platoon commander, liaison officer, and transport officer.
	 GSU DEPLOYMENT - new (2023)	Increase from 19% (165) (2022) to 20% (176) (2023) deployed women peacekeepers in the 2nd rotation of the Ghanaian battalion to UNIFIL. 15 women are officers, including 3 platoon commanders, alongside 8 engagement team members.
	 DEPLOYMENT FIGURES at MOWIP and FPF project completion	Increase: 50% (2021) to 93% (2023) deployed women peacekeepers from Sierra Leone Police
	 DEPLOYMENT FIGURES at MOWIP and FPF project completion	Increase: 8% (2019) to 19% (2023) deployed women peacekeepers from Jordan Public Security Directorate
 DEPLOYMENT FIGURES at MOWIP and FPF project completion	Increase: 2.7% (2021) to 6% (2023) deployed women peacekeepers from Niger Armed Forces and Police	



EIF OUTCOME 2: INCREASED MEANINGFUL DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS		
OUTCOMES	 DEPLOYMENT FIGURES at MOWIP and FPF project completion	Decrease: 33% (2022) to 29% (2023) deployed women peacekeepers from Uganda Police Force
		Decrease: 29% (2021) to 28% (2023) deployed women peacekeepers from Côte d'Ivoire Police
OUTPUTS	 GSU	3 security institutions from 2 T/PCCs approved to receive GSU premiums ⁴⁵
		3 GSU deployed ⁴⁶

EIF OUTCOME 3: INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS		
OUTCOMES	 ELIGIBLE POOL	8 projects designed to increase the pool of uniformed women eligible to deploy as United Nations peacekeepers ⁴⁷
		Roster of 245 uniformed women eligible to deploy as United Nations peacekeepers
		98 women were deployed in 2023 within an FPU ⁴⁸
		21 women from the 39-women roster who passed AMS-SAAT examinations in 2022 following EIF-funded preparation training deployed as IPOs in 2023 ⁴⁹

45 Ghana Armed Force (GHANBATT 89); Senegal National Gendarmerie (SENFPU 1 MONUSCO, SENFPU 2 MONUSCO, Senegal National Police (SENFPU-2 MINUSMA-9).
 46 3 GSUs deployed: Ghana Armed Forces to UNIFIL (1), and Senegal National Police to MONUSCO (1), and MINUSMA (1).
 47 These 8 projects include a wide range of activities: five include gender-sensitive infrastructure, seven include capacity-building/ gender training activities, four include the creation of a roster of women eligible to deploy, five include policy-development activities and six are for recruitment-related activities.
 48 Senegal National Police.
 49 Cumulative data for both Senegal National Gendarmerie and Senegal National Police.

EIF OUTCOME 3: INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS		
OUTCOMES	 ELIGIBLE POOL	75 women trained on gender, driving, and firearm skills before FPU deployment ⁵⁰
		40 military women eligible to be deployed to United Nations peace operations ⁵¹
	 INTERNAL AWARENESS-RAISING ON PEACEKEEPING AND CAPACITY BUILDING ON GENDER	445 personnel trained on gender issues and sexual abuse and exploitation prior to deployment to United Nations peace operations ⁵²
		656 personnel (379 women and 277 men) sensitised about UN peacekeeping opportunities, deployment criteria, roles, and tasks, of whom 82 per cent of participants self-reported enhanced knowledge about UN peacekeeping deployment opportunities ⁵³
		61 uniformed women sensitised about UN peacekeeping deployment opportunities and women's meaningful participation
		5 gender equality champions (3 women and 2 men) received a prize for their achievements towards promoting gender equality and women's participation in the armed forces ⁵⁴
		17 gender focal points (5 women and 12 men) appointed to all police divisions ⁵⁵

50 Senegal National Police.
 51 Niger Armed Forces.
 52 Senegal National Gendarmerie.
 53 Uruguay Armed Forces.
 54 Togo Armed Forces.
 55 Zambia Police Service.

EIF OUTCOME 3: INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS		
OUTCOMES	 CAREER ADVANCEMENT	40 military women trained in plumbing, computer/IT, engineering, mechanics, and civil-military cooperation to advance their careers and enhance readiness for UN peacekeeping deployment ⁵⁶
		50 women trained to prepare for professional examinations to advance their career within the police service, of whom 30 passed these examinations, which represent a 60 per cent success rate ⁵⁷
		100 women trained for national specialist examinations to join the police service as drivers, cooks, assistant nurses, auto-mechanics, and IT roles ⁵⁸
	58 women received scholarships to pursue degrees in communications/journalism, psychology, and catering ⁵⁹	
	 EXTERNAL SENSITISATION AND RECRUITMENT	23,250 high-school and tertiary education students including 13,677 young women sensitised about career opportunities in the military ⁶⁰
		200 young women supported during the recruitment process through the provision of 200 'safe kits', transportation and registration fees ⁶¹

56 Niger Armed Forces.





57 Senegal National Police.

58 Senegal National Police.

59 Togo Armed Forces.

60 Ghana Armed Forces and Togo Armed Forces.

61 Niger Armed Forces.

EIF OUTCOME 3: INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS		
OUTCOMES	 GENDER-SENSITIVE MEASURES TO ADDRESS HOUSEHOLD CONSTRAINTS	7 uniformed women applied for education and transportation benefits for their children before deploying to United Nations peace operations ⁶²
OUTPUTS	 AWARENESS- RAISING	12 informative sessions delivered by 2 mobile information and education teams (MIET) about UN peacekeeping opportunities and deployment criteria
		1 international conference and 1 internal information campaign about women's contributions to UN Peacekeeping Operations ⁶³
	 POLICY DEVELOPMENT	1 gender policy launched ⁶⁴
		1 workshop to revise texts and policies to be sensitive to gender issues and define the strategic axis of gender policy ⁶⁵
	 RECRUITMENT	3 recruitment and information campaigns launched that include messaging for women to join the armed forces (26 media campaign products) ⁶⁶
		4 experience-sharing sessions about women's peacekeeping experiences and lessons conducted ⁶⁷

62 Uruguay Armed Forces.

63 Uruguay Armed Forces.



64 Senegal National Gendarmerie.

65 Senegal National Police.


66 Ghana Armed Forces, Togo Armed Forces, Uruguay Armed Forces.

67 Togo Armed Forces.

**EIF OUTCOME 3:
INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS
PEACEKEEPERS**

OUTPUTS	 CAPACITY-BUILDING	2 training courses on gender-responsive leadership, gender equality in national security institutions, UN examinations, and/or peacekeeping delivered by T/PCCs ⁶⁸
		2 training courses to support uniformed women in preparing for national examinations to advance their career ⁶⁹
		6 modules on gender issues developed for use in armed forces' national training schools ⁷⁰
	 GENDER-SENSITIVE CONSTRUCTION	1 daycare centre inaugurated ⁷¹
		1 accommodation and training centre ⁷² , and 1 women's accommodation facility constructed ⁷³
		3 ongoing gender-sensitive construction-related activities ⁷⁴

**EIF OUTCOME 4:
IMPROVED WORKING/LIVING CONDITIONS FOR UNIFORMED WOMEN PEACEKEEPERS IN
UNITED NATIONS MISSIONS**

OUTPUTS		1 in-mission pilot project to improve living conditions for uniformed women peacekeepers in MINUSMA closed due to mission drawdown
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68 Senegal National Gendarmerie, Senegal National Police.

69 Senegal National Police.

70 Togo Armed Forces.

71 Senegal National Gendarmerie.

72 Jordan Public Security Directorate – Women's training centre and accommodation facility completed in 2023.

73 Togo Armed Forces – one women's accommodation facility completed and inaugurated in 2023.

74 Togo Armed Forces – one women's accommodation facility partially completed; Ghana Armed Forces – two women's accommodation facilities under construction in 2023.



Capt Pandey, a 29-year-old Nepalese army officer who served as a Gender Focal Point and Commanding Officer of the Battalion's Female Engagement Team. February 2021

Part 2: Advocacy, Communications, and Visibility: Communicating for Impact

In 2023, the Elsie Initiative Fund (EIF) updated its Communications Strategy to enhance its advocacy, communication, and outreach efforts. As part of this strategy, the EIF embraced every opportunity to showcase its work and programming across

several events – at global, regional, and national levels. Throughout the year, the EIF actively promoted the importance of inclusive peacekeeping and gender parity in peace operations, emphasising the vital role that uniformed women play in United Nations Peacekeeping Operations. The EIF Secretariat prioritised strong collaboration, working closely with donors, troop- and police-contributing countries (T/PCCs) and key stakeholders. Additionally, the EIF Secretariat engaged directly with uniformed women who benefit from EIF-funded projects and captured their firsthand experiences and perspectives. This strategic approach not only helped to influence the global conversation on uniformed women’s participation in United Nations peace operations but also to advance the Fund’s goals.

Furthermore, as part of this strategy, the EIF utilised its digital platforms to raise awareness and

45 media articles covering the event internationally.

5,600 live stream views

5,600 YouTube views

46 event's tweets

1,434 likes

240,000 impressions

530 retweets

EIF 3rd programming round call event visibility.

enhance its website as a comprehensive knowledge repository about the Fund’s programming, and uniformed women’s involvement in United Nations Peacekeeping Operations.

Driving High-Level Conversations

High-level visibility is essential for the Fund to effectively achieve its overall goals. In March, the EIF launched its 3rd programming round with a call for funding proposals at a high-level event at the United Nations Secretariat. This event was attended by over **350** representatives from Member States, United Nations organisations, academia, and civil society. Keynote speakers, including Sima Bahous, Executive Director of

350 representatives from Member States, United Nations organisations, academia, and civil society

UN Women, Jean-Pierre Lacroix, United Nations Under-Secretary-General for Peace Operations, and Jacqueline O’Neill, Canada’s Ambassador for Women, Peace and Security highlighted the need for ongoing concrete commitment and collaboration to enhance gender parity in United Nations Peacekeeping Operations.

The launch event generated significant attention, with key messages disseminated widely across digital platforms such as [UN Women](#), [United Nations News](#), the [Department of Peace Operations \(DPO\)](#), [United Nations Geneva](#), [Relief Web](#), and [Security Women](#). Press releases issued in Arabic, English, French, and Spanish reached a diverse global audience,

with **45** media articles covering the event internationally. The livestream attracted **5,600 viewers**, including representatives from Member States, national security institutions, the United Nations, civil society, and academia. The event’s YouTube [recording](#) also attracted **2,600** views. Additionally, **46 tweets** about the event generated over **240,000** impressions and received **1,434** likes and **530** retweets. Notably, **11** of these tweets came from Member States and EIF donors such as Canada, Denmark, the Netherlands and the United Kingdom, reinforcing the event’s key messages and their ongoing commitment to the EIF.

A detailed list of events that the EIF participated in during 2023 is available in Annex 2 of this report.

Focusing on the Human Side: Uniformed Women in Peacekeeping

At its core, the EIF is about people—specifically uniformed women. Reflecting this focus, the EIF has refocused its communications to emphasise the human aspect of its work by showcasing the diverse voices and experiences of uniformed women and their significant contributions to United Nations Peacekeeping Operations.

[Inside Out Action](#), an event held at the United Nations Secretariat in New York showcased the crucial roles women play in global peacebuilding. Part of the ‘Peace Begins with Her’ campaign, this event featured a striking mosaic display of 50 larger-than-life portraits, emphasising the human face of peacekeeping and peacebuilding. Of note, it included four portraits of uniformed women from EIF-supported T/PCCs, highlighting their contributions. Among the women featured were Sergeant Sukie Latifah Newton from



990 shares

72.5M social media global audience



25,000 likes



PEACE BEGINS WITH ME

Inside Out Action Campaign Visibility - featuring women from EIF-supported T/PCCs

the Armed Forces of Liberia, Lieutenant Alexia Gomez from the Mexican Navy, 1st Lieutenant Hala Qtaishat from the Jordan Public Security Directorate, and Commandant Mame Rokhaya Lo from the Senegal National Gendarmerie—the 1st woman to lead a Formed Police Unit in the United Nations Organisation Stabilisation Mission in the Democratic Republic of the Congo (MONUSCO).

The event was organised in collaboration with the DPO, the United Nations Department of Political and Peacebuilding Affairs (DPPA), and UN Women, and attracted considerable public interest and significant traction on social media, enhancing the EIF’s global visibility. The digital communications reached a global audience of 72.5 million across various social media platforms, receiving nearly 25,000 likes and 990 shares.

Additionally, in 2023, the EIF Secretariat conducted project monitoring visits to Ghana, Jordan, Niger, Senegal, and Togo. These visits provided the opportunity to talk face-to-face with women and men who served in different capacities in United Nations Peacekeeping Operations, including in Gender Strong Units with Ghana and Senegal. **This annual report features human interest stories from six uniformed women—Warrant Officer Class Two Cynthia Kpeem and Staff Sergeant Amina Bawa from the Ghana Armed Forces, Adjutant Aissatou Dieye and Capitaine Rokhaya Lo from the Senegal National Gendarmerie, and Adjutant Sofy Seck and Lieutenant Dior Cissé from the Senegal National Police.**

These stories will be further showcased on the EIF’s website and other social media channels in 2024, to further advance the Fund’s advocacy and outreach efforts, and particularly to engage

with Donors and partners to seek their continued support and to inspire more women to pursue careers in the security sector and deploy to United Nations Peacekeeping Operations.

Enhancing Donor Support, Visibility and Recognition

EIF donor financial and advocacy support is crucial for the Fund to meet its goals and objectives. During 2023, the EIF received pledges and contributions from multiple donors including pledges made at the United Nations Peacekeeping Ministerial in December 2023:

- **Australia** contributed US\$ 1.0 million in 2023 and announced additional funding for 2024.
- **Denmark** contributed US\$ 0.2 million in 2023 and reaffirmed their 2024 pledge of US\$ 0.2 million.
- **Germany** contributed US\$ 0.55 million in 2023.
- **The Republic of Korea** contributed US\$ 0.5 million in 2023 and pledged another US\$ 0.5 million for 2024.
- **The United Kingdom** contributed US\$ 1.25 million in 2023 and reconfirmed its strong commitment and support for the EIF.

The EIF actively recognised these donor contributions by publishing 33 tweets highlighting this support with posts collectively garnering 48,833 impressions. To further enhance donor visibility, the EIF leveraged various events and activities such as the launch of the Measuring Opportunities for Women in Peace Operations (MOWIP) reports, and other EIF-supported initiatives, effectively showcasing the impact of donor involvement.

Post 33 highlight tweets

48,833 impressions

AUSTRALIA announced additional funding for 2024

DENMARK reaffirmed their pledge of US\$ 0.2M for 2024

GERMANY contributed US\$ 0.55M in 2023

THE REPUBLIC OF KOREA pledge another US\$ 0.5M for 2024

THE UNITED KINGDOM confirmed its strong commitment and support for 2024

In 2023, the EIF actively collaborated with fund recipients and partners to enhance their communication efforts, significantly increasing the visibility and impact of these projects. These included the Ghana Armed Forces' national recruitment campaign, Senegal National Gendarmerie's gender policy and daycare launch, Uruguay Armed Forces' 1st international conference, Zambia Police Service's project launch, and MOWIP launch events for the Côte d'Ivoire Police, Sierra Leone Police, and Uganda Police Force. Featuring key leadership from security institutions and government and supported by extensive media coverage and a social media footprint that generated **71,000** impressions from **40** tweets, these events not only promoted the meaningful participation of uniformed women in peace operations but also illustrated practical examples of what inclusive peacekeeping involves and how to overcome existing barriers.

Leveraging Digital Communication for Knowledge and Awareness

Throughout the year, the EIF utilised its digital platforms to raise awareness and build a comprehensive knowledge repository on emerging practices and lessons learned through its programming. This effort specifically targeted fund recipients, partners, and key decision-makers in security institutions, focusing on uniformed women's participation in United Nations Peacekeeping Operations.

The EIF's digital initiatives included publishing over **240 tweets**, with **111** from the EIF Secretariat's official X account, which generated over **120,000 impressions**. The [@ElsieFund](#) handle was mentioned **129 times** by various stakeholders, contributing to an increase of **282 new followers** in 2023.

The primary focus of the EIF's social media strategy in 2023 was to promote the launch of the 3rd programming round, invite calls for proposals, showcase project results and impacts, and acknowledge donors. A mini-campaign titled 'A Year in Review', was launched in the last quarter, featuring **9 tweets** with infographics and visuals that highlighted EIF's key achievements since 2019, garnering **8,656** impressions. Throughout the year, the EIF also collaborated with the DPO on the 'Peace Begins with Her' campaign, which aimed to increase the visibility of uniformed women in peace operations and peacebuilding, with the EIF amplifying this campaign through a series of targeted tweets.

The [EIF's global website](#) also saw some significant enhancements, serving as an important resource hub by expanding its content with new MOWIP reports and a suite of documents supporting the 3rd programming round. Website

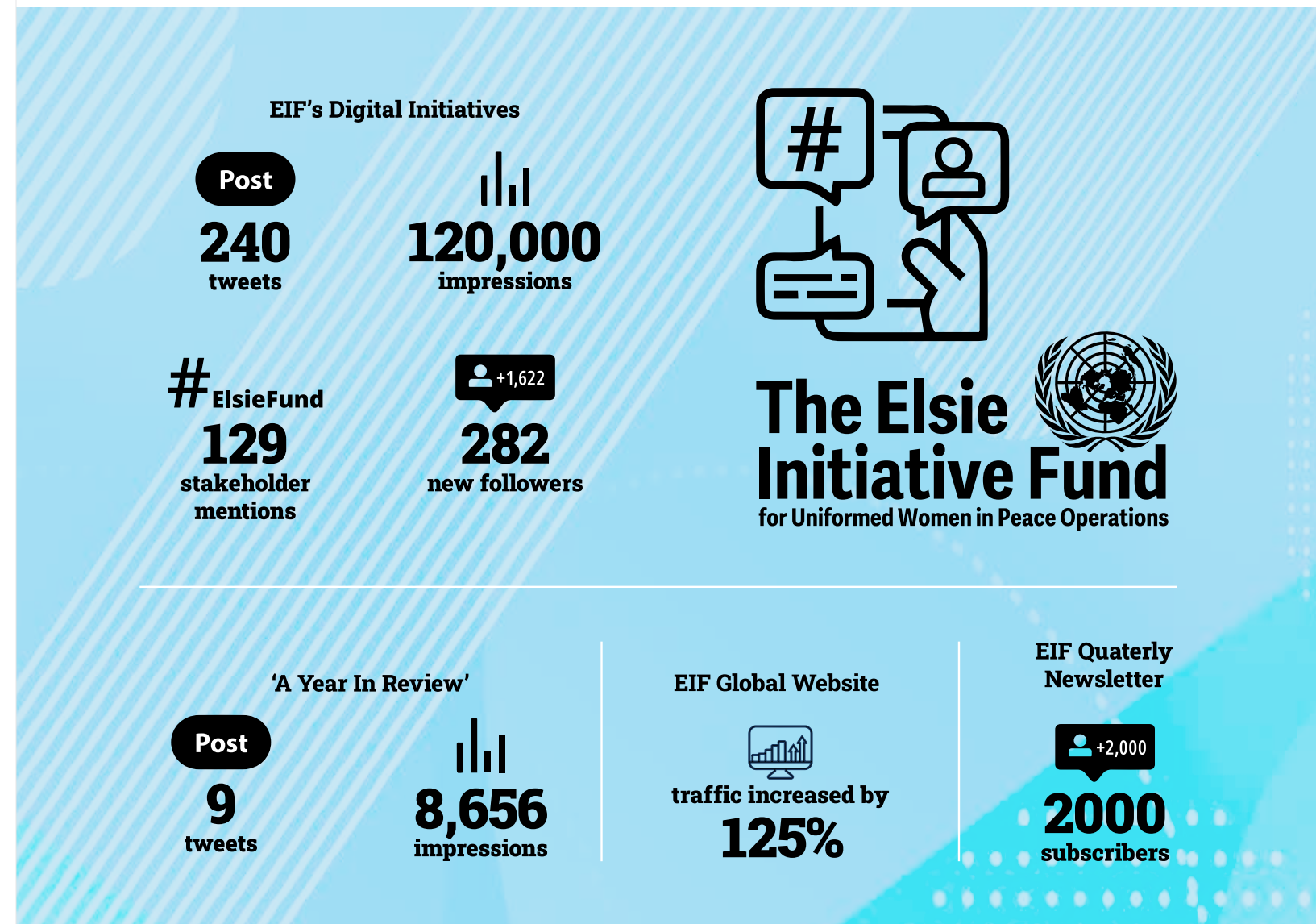


traffic increased by **125%** in 2023 compared to the previous year, affirming its role and growing relevance as a knowledge hub.

The [EIF quarterly newsletter](#), remained an important dissemination tool, reaching over **2,000** subscribers, including EIF donors, fund recipients, stakeholders, academia, and CSOs. The **3 issues** published in 2023 kept this diverse community well-informed about EIF-supported T/PCC activities and outcomes, the launch of the EIF's 3rd programming round and key dates, as well as articles from partners' and research

institutions focused on uniformed women's participation in United Nations Peacekeeping Operations and the broader security sector.

Looking ahead to 2024, the EIF plans to expand its social media outreach and advocacy, continuing to engage a broader audience in discussions about inclusive peacekeeping and the promotion of gender parity. This strategy aims to foster more dynamic conversations about the roles and opportunities for uniformed women in leadership within United Nations Peacekeeping Operations.



Cumulative EIF Figures 2019-2023

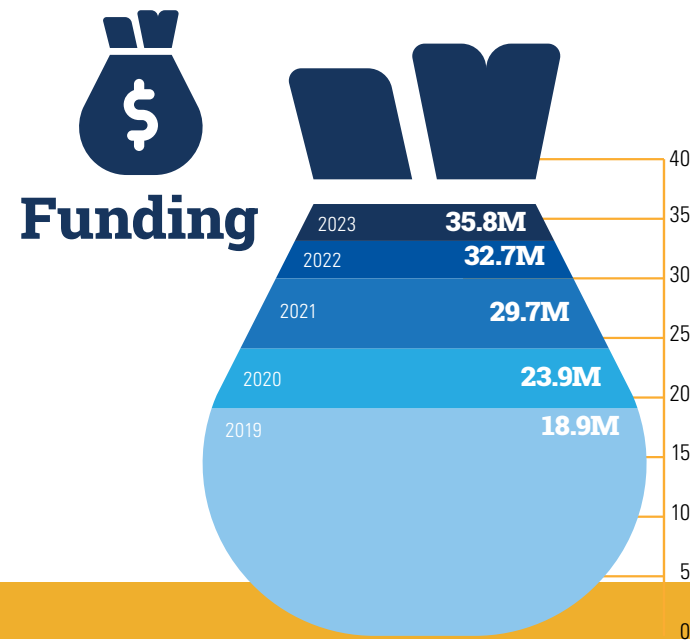
3 
programming rounds

US \$ 35.8M 
contributions and commitments

91 
Letters of Interest (LOI) | • 38 T/PCCs
• 7 PUNOs

20 
Approved proposals | • 8 T/PCCs
• 12 PUNOs
- 2 UN missions

8 Projects concluded  **2** Projects terminated 
• 6 BA • 2 FPF - 1 UN mission - 1 T/PCC | • 2 FPF - 1 UN mission - 1 T/PCC



US \$ 18.9M initial donor contributions and commitments 2019


US \$ 5.9M new contributions 2020


US \$ 5.0M new contributions and commitments 2021


US \$ 2.9M new contributions 2022

US \$ 3.9M new contributions 2023



LOIs received


41 
• 19 T/PCCs
• 4 PUNOs

20 
• 16 T/PCCs
• 2 PUNOs

30 
• 22 T/PCCs
• 3 PUNOs



Proposals invited for submission

19 
• T/PCCs

13 
• 11 T/PCCs
• 2 PUNOs

18 
• 16 T/PCCs
• 2 PUNOs


Proposals approved

10 
• 4 BAs
• 6 flexible project funding
- 2 combined with BAs
- 2 combined with GSU premium

10 
• 5 BAs
• 5 flexible project funding
- 1 combined with GSU premium

nil

1ST PROGRAMMING ROUND

2ND PROGRAMMING ROUND

3RD PROGRAMMING ROUND

Part 3



Uruguayan Army Photo

MONUSCO – Women peacekeepers of Infantry Battalion “Uruguay IV”, conducting a mechanised patrol in the surroundings of Goma International Airport, October 2023

Part 3: Project Profiles

Since its inception, the EIF has funded 20 projects across 21 security institutions in 14 countries,⁷⁵ and two United Nations Peacekeeping Operations. In addition to the four projects successfully completed and closed in 2022,⁷⁶ four projects were successfully completed in 2023, with all projects fully achieving their planned project results.

Implementation of nine projects continued in 2023, two projects were terminated, and one remains at the approval stage.

⁷⁵ All T/PCCs except Uruguay are ODA eligible.

⁷⁶ See EIF 2022 Annual Report: https://mptf.undp.org/sites/default/files/documents/2023-05/2022_narrative_report_elsie.pdf; Liberia Armed Forces (1st PR); Mexico Armed Forces, Navy, and Police (1st PR); Sierra Leone Armed Forces (1st PR), and UNIFIL (2nd PR).

This part comprises a project profile for each of the 16 projects that were ongoing during 2023, with the project profile including a summary of the projects’ deliverables, budget, timeframe, and key results to date. The deployment data in each project profile is averaged data for 2023 and was obtained from the Department of Peace Operations (DPO) website.⁷⁷

PROJECT KEY RESULTS

The key results for each project are colour-coded in accordance with the EIF outcomes:

KEY RESULTS	
OUTCOME 1	OUTCOME 2
OUTCOME 3	OUTCOME 4

⁷⁷ United Nations Peace Security Data Hub (<https://psdata.un.org/dataset/DPO-UCHISTORICAL>). Figures for MINUSMA are from the United Nations Peacekeeping website: <https://peacekeeping.un.org/en/troop-and-police-contributors>.



Photo L/Cpl Latif Alhassan, GAF

Ghana Armed Forces - School Sensitisation Tour, October 2023

PROJECT STATUS MAP

APPROVED	IN PROGRESS	COMPLETED	TERMINATED
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PROJECTS	STATUS	APPROVED BUDGET	PROGRAMMING ROUND
Bangladesh Armed Forces	APPROVED⁷⁸	US\$ 997,336	1 st
Cambodia Armed Forces (MOWIP)	IN PROGRESS	US\$ 247,736	2 nd
Côte d'Ivoire Police (MOWIP)	COMPLETED (2023)	US\$ 219,996	2 nd
Ghana Armed Forces	IN PROGRESS	US\$ 3,700,669	2 nd
Jordan Public Security Directorate	COMPLETED (2023)	US\$ 1,000,000	1 st
Liberia Armed Forces (MOWIP)	COMPLETED (2022)	US\$ 120,000	1 st
Mexico Armed Forces, Navy and Police (MOWIP)	COMPLETED (2022)	US\$ 318,736	1 st
Niger Armed Forces and Police (MOWIP)	TERMINATED⁷⁹ (2023)	US\$ 996,052	1 st
Senegal Armed Forces (MOWIP)	IN PROGRESS	US\$ 200,458	2 nd

78 Project to commence implementation in 2024.

79 Project terminated due to the coup d'état in Niger in July 2023.

PROJECTS	STATUS	APPROVED BUDGET	PROGRAMMING ROUND
Senegal National Gendarmerie	IN PROGRESS	US\$ 2,153,757	1 st
Senegal National Police	IN PROGRESS	US\$ 1,766,688	1 st
Sierra Leone Armed Forces (MOWIP)	COMPLETED (2022)	US\$ 184,677	1 st
Sierra Leone Police (MOWIP)	COMPLETED (2023)	US\$ 197,198	1 st
Togo Armed Forces (MOWIP)	IN PROGRESS	US\$ 999,998	1 st
Togo Police (MOWIP)	IN PROGRESS	US\$ 150,666	2 nd
Uganda Police Force (MOWIP)	COMPLETED (2023)	US\$ 219,232	2 nd
Uruguay Armed Forces	IN PROGRESS	US\$ 1,105,678	2 nd
Zambia Police Service	IN PROGRESS	US\$ 932,072	2 nd
The United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)	TERMINATED⁸⁰ (2023)	US\$ 1,499,623	2 nd
The United Nations Interim Force in Lebanon (UNIFIL)	COMPLETED (2022)	US\$ 347,181	2 nd

80 Project terminated due to the closure of MINUSMA, 31 December 2023.

STATUS

APPROVED

1. The People's Republic of Bangladesh Armed Forces

The People's Republic of Bangladesh is the highest Troop and Police Contributing Country (T/PCC) overall to United Nations peace operations and is also the highest Troop Contributing Country (TCC), deploying 6,551 military personnel – 395 (6.03 per cent) are women. The Bangladesh Armed Forces deploys 6,338 troops – 359 (5.67 per cent) are women, 156 Staff Officers (SO) – 28 (17.80 per cent) are women, and 57 United Nations Military Experts on Mission (UNMEMs) – 8 (13.72 per cent) are women.

EIF Results Framework	This project contributes to EIF outcome 3
 Project deliverable	Construction of a separate women's accommodation facility for 60 women peacekeepers. This will increase the capacity of the Bangladesh Armed Forces' Institute of Peace Support Operation Training (BIPSOT) to train approximately 240 women peacekeepers per annum (four sessions per year)
 Project approval date	28 March 2022
 Total approved EIF Budget	US\$ 997,336
 Funds transferred as of 31 December 2023	US\$ 0 (funds transfer anticipated Q2 2024)
 Beneficiary	Bangladesh Armed Forces – BIPSOT
 Fund Recipient	United Nations Office for Project Services (UNOPS)
 Project Duration	24 months

STATUS

IN PROGRESS



2. The Kingdom of Cambodia Armed Forces

The Kingdom of Cambodia is the 24th highest T/PCC to United Nations peace operations and the 22nd highest TCC, deploying 825 military personnel – 141 (17.06 per cent) are women. The Royal Cambodian Armed Forces (RCAF) deploys 797 troops – 135 (16.91 per cent) are women, 20 SOs – 3 (13.47 per cent) are women, and 8 UNMEMs – 3 (42.11 per cent) are women.

 EIF Results Framework	This project contributes to EIF outcome 1
 Project deliverable	MOWIP Barrier Assessment (BA) report and recommendations
 Project approval date	6 April 2022
 Total approved EIF budget	US\$ 247,736 (including a cost extension of US\$ 19,988)
 Funds transferred as of 31 December 2023	US\$ 247,736
 Beneficiary	RCAF
 Fund Recipient	UN Women Cambodia
 Implementing Partner	Centre for Peace and Conflict Studies (CPCS), with support from the RCAF National Centre for Peacekeeping Forces, Mines, and Explosive Remnants of War Clearance (NPMEC)
 Project start date	18 May 2022
 Project end date	30 June 2024
 Planned project duration	15 months
 Project extensions	5 months; 5 months
 Total project duration	25 months

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT


 439 surveys	439 surveys administered by the MOWIP enumerator team (249 men and 190 women)
 11 interviews	11 key decision-maker interviews conducted (8 men and 3 women)

STATUS

COMPLETED

3. The Republic of Côte d'Ivoire Police

The Republic of Côte d'Ivoire is the 33rd highest T/PCC to United Nations peace operations and is the 20th highest Police Contributing Country (PCC). The Côte d'Ivoire Police deploys 59 Individual Police Officers (IPO) – 16 (28.06 per cent) are women.

	EIF Results Framework	This project contributed to EIF outcome 1
	Project deliverable	MOWIP BA report and recommendations
	Project approval date	16 December 2021
	Total approved EIF budget	US\$ 219,996
	Funds transferred as of 31 December 2023	US\$ 219,996
	Beneficiary	Côte d'Ivoire Police
	Fund Recipient	UN Women Cote d'Ivoire
	Implementing Partners	Cellule d'Analyse des Politiques Economiques (CAPEC) du Centre Ivoirien de Recherches Economiques et Sociales_ (CIRES)
	Project start date	4 January 2022
	Project end date	15 March 2023
	Planned Project duration	12 months
	Project extension	3 months
	Total project duration	15 months

“ A society cannot develop without giving women a place of choice, without granting them the same opportunities, the same advantages, the same rights as those granted to the other components of society. ”

Minister of Interior and Security Général Vagondo Diomandé during the MOWIP report launch, March 2023⁸¹

⁸¹ Côte d'Ivoire Police MOWIP Report, 2022. Accessed 4 April 2024. <https://elsiefund.org/wp-content/uploads/2023/05/Rapport-ELSIE-POLICE-CIV.pdf>.

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

	380 surveys	380 surveys administered by the MOWIP enumerator team (267 men and 113 women)
	27 interviews	27 interviews conducted with senior leadership, decision-makers, and program officers (19 men and 8 women)
	1 MOWIP	1 MOWIP report ⁸² launched





⁸² Promotion du genre ONU Femmes salue les actions du Ministre Vagondo Diomandé. Abidjan.net, 27 March 2023. Accessed 20 March 2024. <https://news.abidjan.net/articles/719200/promotion-du-genre-ONU-femmes-salue-les-actions-du-ministre-vagondo-diomande>.



Côte d'Ivoire Police - MOWIP Report Launch, March 2023

Côte d'Ivoire Police

MOWIP Report

KEY MOWIP BARRIERS IDENTIFIED	RECOMMENDATIONS
<p>1. Deployment criteria – the national requirement of serving 15 years to be able to deploy (instead of the UN requirement of 5 years of service) significantly limits women's deployment opportunities</p> 	<p>Revise policy to lower the mandatory service duration in the police from 15 years to 10 years to qualify for deployment to UN Peacekeeping Operations</p>
<p>2. Selection criteria – a lack of effective information and communications channels about deployment opportunities</p> 	<p>Provide clear explanations to personnel regarding the peacekeeping selection procedures and ensure transparent communication of selection outcomes</p>
<p>3. Infrastructure – a lack of adequate gender-sensitive infrastructure during UN peacekeeping deployments</p> 	<p>Strengthen the gender policy to better address gender-related needs related to infrastructure</p> <p>Conduct an evaluation of women's living and working conditions during deployments to UN Peacekeeping Operations</p>
<p>4. Career advancement – UN deployments do not necessarily help towards career advancement within the police service</p> 	<p>Recognise and promote the importance of peacekeeping deployment experiences through a women's network</p>

STATUS

IN PROGRESS

4. The Republic of Ghana Armed Forces

The Republic of Ghana is the 6th highest T/PCC to United Nations peace operations and is the 7th highest TCC, deploying 2,456 military personnel – 371 (15.10 per cent) are women. The Ghana Armed Forces (GAF) deploys 2,309 troops – 335 (14.52 per cent) are women, 100 SOs – 19 (18.92 per cent) are women, and 48 UNMEMs – 17 (34.85 per cent) are women.

 EIF Results Framework	This project contributes to EIF outcomes 2 and 3
 Project deliverables	<ol style="list-style-type: none"> 1. Deployment of one GSU (military battalion) to UNIFIL for annual rotation over three consecutive years 2. National recruitment campaign targeting women with a focus on addressing misconceptions and stereotypes about women in the GAF and promoting women's career opportunities including in combat and combat support corps 3. Regional visits to secondary and tertiary institutions to conduct awareness-raising campaigns to encourage young women to join the GAF and address gendered roles that influence decisions to join the armed forces 4. Construction of two women-only accommodation facilities: a 200-bed facility at the GAF Shai-Hills Army Recruit Training Centre (ARTC) and a 100-bed facility at the Daboya Training Camp
 Project approval date	1 September 2022
 Total approved EIF budget	US\$ 3,700,669
 Funds transferred as of 31 December 2023	US\$ 1,484,984
 Beneficiary and Fund Recipient	GAF – Kofi Annan International Peacekeeping Training Centre (KAIPTC)
 Implementing Partner	GAF KAIPTC
 Project start date	27 October 2022
 Project end date	31 August 2024
 Total project duration	FPF – 22 months; GSU – 36 months

KEY RESULTS

GSU DEPLOYMENT AND MEANINGFUL PARTICIPATION

 **1 GSU to UNIFIL**

One GSU (Ghana Battalion 89 (GHANBATT 89)) deployed to UNIFIL with 19 per cent women's representation – 165 women (total battalion size of 862) in 2022-2023. GHANBATT 90 redeployed a GSU to UNIFIL in September 2023 with a 20 per cent women's representation – 176 women

These uniformed women participated in the battalion's pre-deployment training and were fully integrated to the unit at all levels, including in leadership, combat, and operational roles

GENDER-SENSITIVE INFRASTRUCTURE

 **2 women's accommodation construction**

Construction of the sub-structure of a women's accommodation at the Army Recruit Training School (ARTS) is 100% complete. The building will accommodate 200 additional beds for women (260 beds total)



Photo: GAF

Ghana Armed Forces – Construction of Women's Accommodation, Shai Hills Army Recruit Training Centre, September 2023

Construction of both sub-structure and super-structure of women's accommodation at Daboya Training Camp is 100% complete. The building will accommodate 100 additional beds for women (200 beds total)

RECRUITMENT

 **10 media campaign products**

10 media campaign products (including radio, TV adverts, and T-shirts) developed to launch the national recruitment campaign with specific messaging for women in Q1 2024

SENSITISATION

 **17,163 high-school students**

17,163 high-school and tertiary education students (6195 boys and 10968 girls) were sensitised in two regions of Ghana to encourage them to join combat and combat support roles

Insights from a deployment in the Ghana Armed Forces **gender-strong military battalion** to UNIFIL

The Ghana Armed Forces deployed its 1st gender-strong military battalion to UNIFIL in 2022-2023 - GHANBATT 89, where uniformed women made up 19 per cent of the unit. Women personnel were fully integrated into the unit and held positions at all levels, including in command, operational, and technical roles.

Warrant Officer Class Two (WO2) Cynthia Kpeem, a woman peacekeeper in GHANBATT 89, embarked on a transformative journey in UNIFIL that not only helped strengthen peacekeepers' bonds with local populations but also highlighted the invaluable role of uniformed women in United Nations peacekeeping. As an engagement platoon leader deployed with GHANBATT 89, WO2 Kpeem's duties transcended mere patrols; they epitomised a beacon of hope for communities seeking peace and stability.



IMPACT

STORY

In her role, WO2 Kpeem planned and led market patrols, which are crucial for engaging and interacting with local populations. As a woman peacekeeper, she was able to communicate with individuals with reservations about interacting with male peacekeepers due to cultural or religious constraints. WO2 Kpeem's presence bridged these cultural norms, fostering trust and enabling the capture of crucial insights into community dynamics, which in turn, can impact the mission's overall success.

Operating alongside the Lebanese Armed Forces (LAF), WO2 Kpeem meticulously planned each patrol, ensuring seamless coordination and maximising outreach. Through these patrols, WO2 Kpeem not only gathered essential information but also cultivated enduring relationships, which are essential pillars for building sustainable peace.

“When it was time for us to come back to Ghana, I was nostalgic because the relationships we had built with local populations were very good. Through this deployment opportunity, I also gained confidence in my skills and training to be able to serve populations better.”

said WO2 Kpeem reflecting on her deployment.

Beyond being personally fulfilled, WO2 Kpeem's journey clearly illustrates the broader significance of gender equality and equal representation in peacekeeping. It underscores the indispensable role that women's meaningful participation can play in fostering inclusive and sustainable peace initiatives. With support from the EIF, the GAF is enabling more women like WO2 Kpeem to build a more peaceful world, one patrol at a time.

Improved living and working conditions in United Nations Peacekeeping Operations for uniformed women enhance operational effectiveness

“The military is not just for men, but women can also join and participate – they can even excel.”

Staff Sergeant (SSGT) Amina BAWA, a woman peacekeeper deployed as part of the gender-strong GHANBATT 89.



SSGT Amina Bawa deployed to UNIFIL from September 2022 to September 2023 as a member of the gender-strong GHANBATT 89. She was among the 1st women to be accommodated in the EIF-funded gender-sensitive accommodation, which had been completed through a separate EIF-funded UNIFIL project in 2022. The UNIFIL project included the construction and improvement of accommodation, ablutions, and welfare areas for GAF uniformed women deployed to UNIFIL. This project enabled the GAF to increase the number of women deployed as part of GHANBATT 89, from 16 per cent to 19 per cent in 2022-2023.

According to SSGT Bawa, accommodation tailored to the needs of women within peace operations can have a transformative impact.

“Having a conducive environment contributes to effective work and mission outcomes.”

SSGT Bawa strongly believes these new accommodation facilities contribute to operational effectiveness.

Reflecting on her past deployments to United Nations Peacekeeping Operations, she emphasised the significant impact that having adequate ablution facilities and accommodations can have on improving performance, particularly in challenging mission environments. The ample space in accommodation areas also allows peacekeepers to return from patrols to a comfortable and welcoming environment where personal hygiene can be maintained – all of which are essential to maintaining readiness, morale, and well-being.



IMPACT

STORY

STATUS

COMPLETED

5. The Hashemite Kingdom of Jordan – Public Security Directorate

The Hashemite Kingdom of Jordan is the 38th highest T/PCC to United Nations peace operations and the 8th highest PCC, deploying 321 police officers – 43 (13.44 per cent) are women. Jordan's Public Security Directorate (PSD), which includes the Police, Civil Defence and Gendarmerie Directorates, deploys 142 IPO – 24 (17.01 per cent) are women, and 179 Formed Police Unit (FPU) personnel which includes 19 (10.60 per cent) women police officers.

 EIF Results Framework	This project contributed to EIF outcome 3
 Project deliverables	<ol style="list-style-type: none"> 1. Dedicated accommodation and training facility (32 beds plus a surge capacity of an additional 20 beds) constructed inside the Royal Police Academy campus to provide specialised training to 240 women annually for FPU deployment 2. Pool of 100 women police officers eligible and trained for deployment to UN Peacekeeping Operations
 Project approval date	3 June 2021
 Total approved EIF budget	US\$1,000,000
 In-kind contribution	Additional costs of approximately US\$ 706,280 contributed by the PSD
 Funds transferred as of 31 December 2023	US\$ 1,000,000
 Beneficiary and Fund Recipient	PSD
 Implementing Partner	PSD
 Project start date	17 November 2021
 Project end date	15 October 2023
 Planned project duration	18 months
 Project extensions	4 months; 2 months
 Total project duration	24 months



Photo: PSD

Jordan Public Security Directorate (PSD) - Policewomen Qualification Accommodation and Training Centre, September 2023

KEY RESULTS

GENDER-SENSITIVE INFRASTRUCTURE



Construction of the accommodation and training facility for women police officers

is complete and will be inaugurated in 2024

“ The PSD is committed to providing a suitable training environment for women; enabling them to excel in a wide range of security and police roles. To further these efforts, the Gender Capacity Building Center was established to chart a future where women are integrated into the PSD, and to support them in assuming various roles in all types of security, police, and civil protection work. This is true whether on a national level or through promoting the active participation of Jordanian women in international peacekeeping missions under the United Nations umbrella, given the qualitative partnerships the Center fosters with the UN, and the Elsie Initiative Fund, which embodies our noble security mission.

Therefore, we look forward to this centre being a turning point in enhancing the technical, cognitive, and moral capabilities of the PSD policewomen. The centre will offer logistical and training support, fostering innovative ideas, and planning that accurately reflect current and future needs. Our goal is to achieve these desired results in a manner befitting the generous and capable Jordanian women, ready to overcome challenges and stand alongside their sisters and brothers united in serving our beloved Jordan.










As we inaugurate a new phase in the empowerment of Jordanian women in the PSD, aiming to achieve best practices in security leadership and the performance of security and community peace tasks, we express our deep gratitude and appreciation to the Elsie Initiative Fund for their financial support, and the opportunities, experiences, and training and administrative facilities provided to the centre. We also thank everyone who contributed to building this distinguished facility, which will leave a clear mark on the path of development and modernisation of the PSD. Praying to God to protect Jordan and its people under the leadership of the Supreme Commander of the Armed Forces, His Majesty King Abdullah II – may God protect him and guide his steps towards goodness. ”

H.E. the Director of Public Security Directorate (PSD) Major General Dr. Obaidullah Abd Rabbo Al-Maaita

STATUS
TERMINATED






6. The Republic of Niger Armed Forces and Police

The Republic of Niger is the 27th highest T/PCC to United Nations peace operations, deploying 776 personnel – 44 (5.72 per cent) are women. Niger is the 26th highest TCC, deploying 667 troops – 7 (1.05 per cent) are women, 19 SOs – 2 (10.71 per cent) are women, and one UNMEM, who is male. Niger is the 18th highest PCC, deploying 89 IPOs – 35 (39.65 per cent) are women.

 EIF Results Framework	This project contributed to EIF outcome 3
 Project deliverables ⁸³	<ol style="list-style-type: none"> 1. Combined BA report and recommendations for the Niger Armed Forces and Police 2. Study on women’s interests and motivations for a career in the uniformed services 3. Development of a gender policy, strategy and action plan for the police and armed forces 4. Outreach to 10,000 women for a career in the uniformed services and training support to 200 women candidates for recruitment 5. Training for 100 women police officers on the UN Assessment in Mission Service - Selection, Assistance and Assessment Team (AMS-SAAT) examination, and 40 women soldiers on civil-military cooperation, engineering, signals, and other specialisations 6. Pool of 40 women soldiers and 100 women police officers eligible and trained to be deployed to UN peace operations
 Project approval date	27 April 2021
 Total approved EIF budget	US\$ 996,052
 Funds transferred as of 31 December 2023	US\$ 996,052
 Funds returned to EIF as of 31 December 2023	US\$ 0 ⁸⁴
 Beneficiaries	Niger Ministries of Defence and Interior
 Fund Recipient	UN Women Niger
 Implementing Partner	National Institute of Statistics (NIS)


⁸³ Due to the July 2023 coup d’état in Niger, this project was subsequently terminated, with full closure anticipated in Q2, 2024.

⁸⁴ Funds anticipated to be returned in Q2, 2024.

	Project start date	13 July 2021
	Project end date	31 December 2023
	Planned project duration	12 months
	Project extensions	16 months; 2 months
	Total project duration	30 months

KEY RESULTS

RECRUITMENT




200

young women supported

200 young women supported through the provision of “safe kits”, transportation and registration fees in the recruitment process to join the Niger Armed Forces

CAPACITY-BUILDING TRAINING



40

women troops trained

40 women troops trained in plumbing, computing, and information technology (IT), engineering, mechanics, and civil-military cooperation to enhance their readiness for peacekeeping deployment and advance their careers within the Armed Forces



“ The implementation of the EIF-funded project in Niger was an opportunity for women in the defense and security forces. Thanks to these activities, young women were supported to join the armed forces; we, women from the defense and security forces have received professional training that will enable us to occupy positions of responsibility within our services and beyond in peacekeeping operations. ”

Lieutenant Colonel (Lt-Col)
Aichatou Ousmane,
Niger Armed Forces project focal point, July 2023



Niger Armed Forces - Technical Skills Training for Women, July 2023

STATUS

IN PROGRESS

7. The Republic of Senegal Armed Forces

The Republic of Senegal is the 10th highest T/PCC to United Nations peace operations and the 21st highest TCC, deploying 847 military personnel – 36 (4.21 per cent) are women. The Senegal Armed Forces deploys 810 troops – 33 (4.01 per cent) are women, 34 SOs – 2 (6.3 per cent) are women, and 2 UNMEMs – 1 (50 per cent) are women.

	EIF Results Framework	This project contributes to EIF outcome 1
	Project deliverable	MOWIP BA report and recommendations
	Project approval date	22 April 2022
	Total approved EIF budget	US\$ 200,458
	Funds transferred as of 31 December 2023	US\$ 200,458
	Beneficiary and Fund Recipient	Senegal Armed Forces
	Implementing Partners	Agence nationale de la Statistique et de la Démographie (ANSD) and Centre des Hautes Etudes de Défense et de Sécurité (CHEDS)
	Project start date	10 November 2022
	Project end date	30 June 2024
	Planned project duration	9 months
	Project extension	10 months
	Total project duration	19 months

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT



802 surveys

802 surveys administered by the MOWIP enumerator team (236 women and 566 men)



Senegal Armed Forces - Regional Awareness-Raising for the MOWIP assessment, May 2023

STATUS




IN PROGRESS






8. The Republic of Senegal National Gendarmerie

The Republic of Senegal is the 10th highest T/PCC to United Nations peace operations and the highest PCC, deploying 1186 police officers – 190 (16.06 per cent) are women. The Senegal National Police and Gendarmerie deploys 1,125 FPU personnel – 171 (15.16 per cent) are women, and 61 IPOs – 20 (32.69 per cent) are women.

 EIF Results Framework	This project contributes to EIF outcomes 2 and 3
 Project deliverables	<ol style="list-style-type: none"> 1. Gender policy, awareness-raising workshop for decision-makers and training for staff 2. Training of (a) 2,400 women for recruitment, (b) 160 women for promotion, (c) 30 women in leadership positions, (d) 186 women in preparation for the AMS-SAAT examinations, (e) 843 female and male officers for gender training for FPUs prior to deployment 3. Pool of 140 to 150 women police eligible and trained for deployment to UN Peacekeeping Operations 4. Deployment of three GSUs (FPU) per year for three years 5. Awareness campaign for the recruitment of women aimed at receiving 1,500 female applications per year 6. Day-care centre constructed at the National Gendarmerie
 Project approval date	23 December 2020
 Total approved EIF budget	US\$ 2,153,757 ⁸⁵
 Funds transferred as of 31 December 2023	US\$ 550,000
 Beneficiaries and Fund Recipient	Senegal National Gendarmerie
 Implementing Partner	Femmes Africa Solidarité – Pan-African Centre for Gender, Peace and Development (FAS - PAC)
 Project start date	23 July 2021
 Project end date	31 July 2024

⁸⁵ An amount of US\$ 133,414 will be used to support the deployment of IPOs through capacity-building activities including training for women police officers on the AMS-SAAT examination.

	Planned project duration	FPF – 25 months; GSU – 36 months
	Project extension	12 months
	Total project duration	FPF – 37 months; GSU – 36 months

KEY RESULTS	
POLICY DEVELOPMENT	
	Gender Policy launched in Q4
GENDER-SENSITIVE INFRASTRUCTURE	
	1 daycare Daycare centre that can accommodate 70 children, inaugurated in Q4 (opening in Q1 2024)
ELIGIBLE POOL	
	7 women IPOs deployed from the roster 7 of the 19 rostered women who passed EIF-supported AMS-SAAT examinations in 2022, deployed as IPOs in 2023
CAPACITY-BUILDING TRAINING ON GENDER	
	445 security personnel trained 445 security personnel were trained by FAS on gender and SEA/SH issues prior to FPU deployment
RECRUITMENT	
	283 women recruited 283 women (9.6 per cent of total recruit intake), recruited to join the gendarmerie in 2023 as non-commissioned officers



IMPACT

STORY

Adjutant Aissatou Dieye's United Nations Peacekeeping Journey



Adjutant Aissatou Dieye began her career in the Senegal National Gendarmerie in 2006 and was part of the 1st cohort of female recruits to specialise in territorial operations and brigade duties. Since that time, she has deployed twice to the Democratic Republic of Congo (DRC) with the United Nations Organisation Stabilisation Mission in the Democratic Republic of the Congo (MONUSCO), both times as an FPU member.

Recalling her decision to join the gendarmerie in 2006, she found it to be an exceptional opportunity to contribute to the protection of Senegalese territory. It was the 1st time women were being recruited within the Senegalese gendarmerie, and she was selected from a cohort of 1500 applicants.

Aissatou's aspirations and commitment align with MONUSCO's mission to protect people, especially women and children, which she experienced first-hand during her missions in the DRC. During this time, she demonstrated her leadership abilities as a member of a mixed-gender FPU, collaborating with other IPOs and local police. Together they conducted patrols and gathered crucial information, including on the absence of drinking water, inadequate sanitation facilities and school infrastructure, thereby contributing to improving the living conditions of those she served.

Aissatou recently had the opportunity to deploy for a third time in September 2023, this time as an IPO with the United Nations Multidimensional Integrated Stabilisation Mission in the Central African Republic (MINUSCA). She is currently deployed in Bangui as an instructor and gender focal point with the Central African Republic (CAR) Internal Security Forces.

In preparing for the demanding role of an IPO, Adjutant Dieye highlighted the importance of the EIF-funded pre-SAAT training which enabled her to successfully pass the United Nations AMS-SAAT tests in November 2022. The pre-SAAT training covered language proficiency, P11 (curriculum vitae) writing, driving skills and firearms training, and is instrumental towards equipping female staff with essential skills.

Acknowledging the challenges encountered during the preparation process, such as mastering specific driving techniques, Aissatou emphasises the positive impact of individual preparation and the support received through the EIF-funded project.

For women aspiring to similar career paths, Adjutant Dieye encourages them to seek information from the gendarmerie on recruitment and training, particularly on peacekeeping deployments. She also highlights the value of connecting with experienced individuals to gain insights and learn from their experiences.

The EIF-funded Senegal National Gendarmerie project, in Adjutant Dieye's view, is a commendable initiative. Its impact goes beyond skills enhancement; it also addresses essential needs within the gendarmerie, such as the construction of a crèche and creating a positive and supportive environment for all gendarmerie personnel.

Commander Mame Rokhaya LO – 1st Woman Commander leading a gender-strong FPU

Commander **Mame Rhokaya Lo**, Commander of the gender-strong Senegal FPU (SENFPU) 2-15, recently completed a fifteen-month deployment with MONUSCO. Within SENFPU 2-15, women police made up 16 per cent (21 out of 135 members), were fully integrated into the unit and held positions at all levels including in command and operational positions.



Commander Lo's motivation to pursue a leadership role in the gendarmerie and United Nations Peacekeeping Operations stems from her commitment to promoting gender equality and her desire to set an example as a female leader. Her enrolment in a Masters in Gender and Peacebuilding reinforced her conviction that women have a crucial role to play in peacekeeping missions. Her path to this command position is marked by her previous experience as head of the National Gendarmerie's



IMPACT

STORY

Gender Division, where she gained expertise in promoting gender equality within the Senegalese Gendarmerie.

A typical day for Commander Lo involved planning patrols and administrative duties. One of her proudest accomplishments was organising training for 50 women from local communities to empower them and enhance their skills. She further showcased her dedication to women's empowerment through participation in seminars and community initiatives aimed at improving the well-being of Congolese women.

During her deployment as Commander of a gender-strong FPU, Commander Lo observed improvements in the unit's interactions with the local population when women were deployed alongside their male colleagues. Previously, FPUs had limited female representation who were employed mainly in administrative or healthcare roles. Commander Lo noted that integrating women throughout the unit and involving them in operational tasks alongside their male counterparts improved community engagement outcomes. Patrols with female presence were more approachable, particularly evident during major crises, where the local population showed a greater willingness to approach patrols with female presence, thus facilitating crucial interactions that are vital to improving mission outcomes and for overall mission success.

Commander Lo's career with MONUSCO illustrates the importance of gender equality and diversity in United Nations Peacekeeping Operations. Her inspiring leadership and remarkable achievements testify to the potential of women to play a significant role in promoting peace and security worldwide.

STATUS




IN PROGRESS

9. The Republic of Senegal National Police

The Republic of Senegal is the 10th highest T/PCC to United Nations peace operations and the highest PCC, deploying 1,186 police officers – 190 (16.06 per cent) are women. The Senegal National Police and Gendarmerie deploys 1,125 FPU personnel – 171 (15.16 per cent) are women, and 61 IPOs – 20 (32.69 per cent) are women.

 EIF Results Framework	This project contributes to EIF outcomes 2 and 3
 Project deliverables	<ol style="list-style-type: none"> Gender audit of the police Gender policy, strategy and action plan and gender units established throughout the institution Training of (a) 150 women for recruitment; (b) 150 women eligible for promotion in the national police; (c) 300 women to prepare for the Senegalese internal selection process for FPU and UN examinations, and (d) 150 women to prepare for UN examinations to be deployed as IPOs Pool of 150 women eligible and trained for deployment in a UN Peacekeeping Operation: 100 as FPU personnel and 50 women IPOs Deployment of three GSUs (FPU) per year for three years Creation of a women police officers' association National communication strategy including a film documentary and community awareness activities
 Project approval date	23 December 2020
 Total approved EIF budget	US\$ 1,766,688 ⁸⁶
 Funds transferred as of 31 December 2023	US\$ 550,000
 Beneficiaries and Fund Recipient	Senegal National Police
 Implementing Partner	Senegal National Police
 Project start date	23 July 2021
 Project end date	31 December 2024

⁸⁶ An amount of US\$ 75,134 will be used to support the deployment of IPOs through capacity-building activities including training for women police officers on the AMS-SAAT examination.

	Planned project duration	FPF – 25 months; GSU – 36 months
	Project extension	8 months
	Total project duration	33 months

IMPACT
STORY

Lieutenant Dior Cisse: gender focal point, gender-strong FPU MINUSMA-9

Lieutenant Dior Cissé deployed to MINUSMA as the Commander of the 1st platoon and FPU gender focal point, in 2022-2023. Already experienced in personnel management, office management and training, she used these skills to organise courses on SEA and GBV, and awareness-raising activities, that led to a positive impact on the FPU. Furthermore, to address challenges related to job-related stress and being away from family, Lieutenant Cissé and her team put in place measures such as recreational activities to support staff members that contributed towards maintaining an inclusive and cohesive environment across the FPU.

“Some of the men compared their MINUSMA experience with past experiences when deployed to other missions, and clearly noted several positive differences. Our FPU, which included a strong female presence, was lively, organising various recreational activities that helped to reduce stress.”







Lieutenant Cisse

According to Lieutenant Cissé, not only is the presence of women positive for an inclusive team environment within the FPU, but it also helps facilitate effective exchanges and trust-building with local populations.

“Women had an easier time approaching local populations to exchange information and talk about the situation on the ground. Within the African community, we share a common culture, and some subjects are taboo for us. In our context, it’s not always easy for a woman to approach a man and discuss certain subjects. The presence of women facilitated exchanges and strengthened trust with local communities.”


Lieutenant Cisse




KEY RESULTS	
GSU DEPLOYMENT AND MEANINGFUL PARTICIPATION	
	<p>1 GSU to MINUSMA</p> <p>One GSU deployed to MINUSMA in 2022-2023 with 18 per cent women’s representation at all levels. All 25 women were trained prior to deployment with EIF support, to ensure their full integration into the unit</p>
	<p>1 GSU to MONUSCO</p> <p>One GSU deployed to MONUSCO in 2023 with 23 per cent women’s representation at all levels. With EIF support, all 32 women were trained and mentored prior to deployment to ensure their full integration into the unit</p>
POLICY DEVELOPMENT	
	<p>1 Gender Policy workshop</p> <p>1 workshop to (i) revise policies to be gender-sensitive and (ii) define the strategic objectives for the Gender Policy</p>
ROSTER CREATION AND ELIGIBLE POOL	
	<p>245 women trained for deployment</p> <p>A roster of 245 women IPOs trained and eligible for deployment since the beginning of the project⁸⁷</p>
	<p>98 women deployed</p> <p>98 women from the FPU roster deployed to MINUSMA, MINUSCA and MONUSCO in 2023</p>
	<p>14 women IPOs deployed from the roster of 20 women</p> <p>14 women from the IPO roster who passed AMS-SAAT examinations in 2022 with EIF support were deployed to UN Peacekeeping Operations as IPO in 2023</p>
	<p>75 women trained on gender issues</p> <p>75 women trained in 2023 on gender issues prior to deploying with an FPU</p>

87 225 as FPU personnel and 20 women as IPOs.

PROMOTION WITHIN THE POLICE SERVICE

 **60% examination success rate** 50 women trained in 2023 to prepare for professional examinations to advance their careers to join the national police officer training school. 30 women passed the examinations – a 60 per cent success rate

RECRUITMENT

 **100 women trained for police service** 100 women trained for police service specialist exams as drivers, cooks, assistant nurses, auto mechanics and IT


IMPACT
STORY

Building a Remarkable Career: The Journey of Adjutant Sofy Seck

“Perseverance, self-confidence, and the pursuit of excellence are the pillars on which one can build a remarkable career. As a woman who simultaneously works as a police warrant officer and a trained social worker, I’ve learned that the key to success lies in the conviction that nothing is out of reach. My advice to women wishing to follow a similar path is simple: Persevere, study, specialise yourself. Believe in your potential and in your ability to excel, even from lower ranks. Show your leadership, advance your studies, and seek out specialisations. Don’t just be a woman in uniform, aspire to be so much more: a woman of uniform, a woman of excellence, an inspiration to others.”



Adjutant Seck, Senegal National Police

Adjutant Seck is among the pool of women who passed the AMS-SAAT examination to deploy as an IPO (having completed the pre-AMS-SAAT training in 2022). Following this achievement, she successfully passed the EIF-funded training, which prepares women police officers for professional examinations to enter the national police officer’s training school. Recently, Adjutant Seck was accepted into the national police officer’s training school - congratulations!

STATUS
COMPLETED


10. The Republic of Sierra Leone Police


The Republic of Sierra Leone is the 72nd highest T/PCC to United Nations peace operations and the 52nd highest PCC. Sierra Leone Police (SLP) deploys 8 IPOs – 7 (93.41 per cent) are women.


	EIF Results Framework	This project contributed to EIF outcome 1
	Project deliverable	MOWIP BA report and recommendations
	Project approval date	15 April 2021
	Total approved EIF budget	US\$ 197,198 (including a cost extension of US\$ 15,138)
	Funds transferred as of 31 December 2023	US\$ 197,198
	Beneficiaries	SLP
	Fund Recipient	UN Women Sierra Leone
	Implementing Partner	University of Sierra Leone
	Project start date	27 January 2022
	Project end date	31 August 2023
	Planned project duration	8 months
	Project extensions	7 months; 1 month; 3 months
	Total project duration	19 months

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

 **379 surveys** 379 surveys administered by the MOWIP enumerator team (179 women and 200 men)

 **25 interviews** 25 interviews conducted with senior leadership, decision-makers, and program officers (10 women and 15 men)

 **1 MOWIP report** 1 MOWIP report⁸⁸ launched and 1 action plan developed to address key barriers

88 Sierra Leone Police MOWIP Report, 2023. Accessed 4 April 2024. <https://elsiefund.org/wp-content/uploads/2023/07/MOWIP-Sierra-Leone-Police.pdf>.



Photos: UN Women

Sierra Leone Police – Preparation for the MOWIP Validation Workshop, June 2023

The Republic of Sierra Leone Police

MOWIP Report

KEY MOWIP BARRIERS IDENTIFIED

RECOMMENDATIONS

1.

Recruitment to UN peace operations is perceived as unfair and personnel **lack awareness about deployment requirements**



Improve education about the requirements for deployment. Senior officers should speak openly about deployment and training opportunities with personnel and encourage women and men to participate

2.

Lack of adequate skills to pass AMS-SAAT examinations including English language skills



Increase efforts to train eligible officers in required skills including computing, small arms/tactical skills, interpersonal and communication skills, and English

3.

Lack of awareness about peacekeeping deployment opportunities



Increase efforts to disseminate information about peacekeeping opportunities via internal channels

4.

Lack of adequate equipment and infrastructure prevents women's deployment to peace operations



Explore ways to **offer support to officers taking the selection exam** such as offering adequate accommodation to women officers, and supporting transportation costs and healthcare expenses

5.

Household constraints and gender norms place a greater burden on women to provide childcare



Increase awareness about women's unique experiences and contributions to the SLP to encourage all officers to view women more as equal contributors to peace and security








Provide on-site **childcare facilities or subsidies** to alleviate household constraints






STATUS







IN PROGRESS

11. The Republic of Togo Armed Forces

The Republic of Togo is the 20th highest T/PCC to United Nations peace operations and the 28th highest TCC, deploying 633 military personnel – 59 (9.35 per cent) women. The Togo Armed Forces (TAF) deploys 601 troops – 52 (8.6 per cent) are women, 9 UNMEMs – 3 (34.31 per cent) are women, and 24 SOs – 5 (19.37 per cent) are women.

 EIF Results Framework	This project contributes to EIF outcomes 1, 2 and 3
 Project deliverables	<ol style="list-style-type: none"> MOWIP BA report and recommendations Gender database about women’s participation in peace operations Gender policy and strategy and a five-year plan for the recruitment and training of women Gender office within the Ministry of the Armed Forces, gender units within the Army and central directorates and a gender section in each military sector Recruitment campaign to increase the number of female recruits to 10 per cent in the TAF Preparatory training for 400 women candidates for the TAF entrance exams Pool of 300 female soldiers eligible and trained for deployment to UN Peacekeeping Operations Annual scholarships to 50 women for training and specialisation in military studies and peace operations Two accommodation facilities for women (i) non-commissioned officers (NCO) national academy (28 beds), and (ii) national training centre (28 beds) Mechanism to recognise women and men champions who distinguish themselves in the promotion of women’s rights
 Project approval date	14 July 2021
 Total approved EIF budget	US\$ 999,998
 Funds transferred as of 31 December 2023	US\$ 999,998
 Beneficiaries and Fund Recipient	TAF
 Implementing Partners	United Nations Development Programme (UNDP) Togo, Centre Autonome d’ Etudes et de Renforcement des Capacités pour le Développement au Togo (CADERDT)

 Project start date	15 September 2021
 Project end date	31 December 2023
 Planned project duration	24 months
 Project extension	3 months
 Total project duration	27 months

KEY RESULTS		
EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT		
 415 surveys	415 surveys administered by the MOWIP enumerator team (264 men and 151 women)	
 26 interviews	26 interviews conducted with senior leadership, decision-makers, and program officers as part of the MOWIP data collection process (3 women and 23 men)	
 1 MOWIP report	1 MOWIP report developed and validated	
CAPACITY-BUILDING FOR SECURITY INSTITUTION PERSONNEL		
 6 training modules	6 modules on gender issues have been developed for use in the TAF national training schools ⁸⁹	
CAREER ADVANCEMENT		
 58 scholarships to women	58 women received scholarships to pursue degrees and certificates in communications/ journalism, psychology, and catering	
SENSITISATION AND RECRUITMENT		
 7.62% of women within the TAF	Increase from 6 per cent in 2021 to 7.62 per cent of women in 2023 within the TAF	

⁸⁹ Modules include gender and human rights, gender and armed conflict, gender-responsive leadership, management of women military personnel, and gender-based violence prevention and response.

6,087 youths including **2,709** women sensitised

Over 6,087 youths including 2,709 young women sensitised to join the armed forces through information and recruitment campaigns in universities and high schools

4 experience-sharing sessions

4 experience-sharing sessions about women's peacekeeping experiences and lessons learned conducted

5 gender equality champions

5 gender equality champions (3 women and 2 men) received an award for their achievements towards promoting gender equality and women's participation in the armed forces

GENDER-SENSITIVE INFRASTRUCTURE

1 accommodation facility

Inauguration of an accommodation facility for 30 women at the École Nationale des Sous-Officiers in Témédja. Operationalisation is pending



Photo: Togo Armed Forces

Togo Armed Forces - Women's Accommodation facility inauguration, Ecole Nationale des Sous-Officiers, Témédja, March 2023



Photo: Togo Armed Forces

Togo Armed Forces - Sensitisation sessions in Universities and High Schools, March 2023



Photo: Togo Armed Forces

Togo Armed Forces - Sensitisation session during International Women's Day, March 2023

STATUS

IN PROGRESS

12. The Republic of Togo Police

The Republic of Togo is the 20th highest T/PCC to United Nations peace operations and the 6th highest PCC, deploying 329 police officers – 55 are women (16.81 per cent). Togo Police deploys 72 IPOs – 32 (43.73 per cent) are women, and 256 FPU personnel – 24 (9.20 per cent) are women.

	EIF Results Framework	This project contributes to EIF outcomes 1
	Project deliverable	MOWIP BA report and recommendations
	Project approval date	15 December 2021
	Total approved EIF budget	US\$ 150,666
	Funds transferred as of 31 December 2023	US\$ 150,666
	Beneficiaries and Fund Recipient	Togo Ministry of Security and Civil Protection
	Implementing Partners	UNDP Togo, Centre Autonome d'Études et de Renforcement des Capacités pour le Développement au Togo (CADERDT)
	Project start date	6 December 2022
	Project end date	30 April 2024
	Planned project duration	12 months
	Project extension	5 months
	Total project duration	17 months

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

448 surveys 448 surveys administered by the MOWIP enumerator team (221 women and 227 men)

39 interviews 39 interviews conducted with senior leadership, decision-makers, and program officers (16 women and 23 men)

STATUS

COMPLETED

13. Uganda Police Force

The Republic of Uganda is the 31st highest T/PCC to United Nations peace operations and the 32nd highest PCC. The Uganda Police Force (UPF) deploys 22 IPOs – 6 (28.62 per cent) are women.

	EIF Results Framework	This project contributed to EIF outcomes 1
	Project deliverable	MOWIP BA report and recommendations
	Project approval date	12 January 2022
	Total approved EIF budget	US\$ 219,232
	Funds transferred as of 31 December 2023	US\$ 219,232
	Beneficiaries	UPF
	Fund Recipient	UN Women Uganda
	Implementing Partner	Makerere University
	Project start date	8 February 2022
	Project end date	31 July 2023
	Planned project duration	13 months
	Project extensions	2 months; 2 months; 1 month
	Total project duration	18 months

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

434 surveys 434 surveys administered by the MOWIP enumerator team (244 men and 190 women)

30 interviews 30 interviews conducted with senior leadership, decision-makers, and program officers (15 men and 15 women)

1 MOWIP report 1 MOWIP report⁹⁰ launched

⁹⁰ Uganda Police Force MOWIP Report, 2023. Accessed 4 April 2024. <https://elsiefund.org/wp-content/uploads/2023/06/UPF-MOWIP-REPORT-BY-RPC-MAK-2023.pdf>.

Uganda Police Force

MOWIP Report

KEY MOWIP BARRIERS IDENTIFIED	RECOMMENDATIONS
<p>1. Household constraints: Women's gender roles including nurturing and care roles within the household remain the biggest barrier to women's participation in UN peace operations</p>	<p>Ensure reforms to promote gender equality are consistently implemented by allocating funds to areas highlighted in the gender strategy</p>
<p>2. Deployment selection: Selection practices for UN peacekeeping are unfair to women in that the selection process is lengthy, expensive, and out of reach for women officers</p>	<p>Find new ways to interview and select candidates for deployment including using digital tools</p> <p>Decentralise the process to enable regional women's participation</p>
<p>3. Gender roles: Gender roles particularly concerning culture, stereotypes, and norms, impede women's deployment to UN Peacekeeping Operations</p>	<p>Create a clear plan to challenge negative gender stereotypes about women in security institutions and peacekeeping. Hold community sessions and training to address misconceptions about women's roles</p>
<p>4. Eligible pool: There are limited numbers of women police officers in the eligible pool of women</p>	<p>Ensure that reforms aimed at promoting gender quality are consistently implemented</p> <p>Increase budget allocations, develop an outreach strategy to encourage women to join the Police, and conduct gender equality training sessions to counter gender biases</p>

STATUS

IN PROGRESS

14. Uruguay Armed Forces

The Republic of Uruguay is the 17th highest T/PCC to United Nations peace operations and the 15th highest TCC, deploying 1,035 military personnel – 62 (6.00 per cent) women. The Uruguay Armed Forces deploys 1,001 troops – 56 (5.63 per cent) are women, 14 UNMEMs – 5 (33.95 per cent) are women, and 20 SOs – 1 (5.53 per cent) are women.

EIF Results Framework	This project contributes to EIF outcomes 1 and 3
 Project deliverables	<ol style="list-style-type: none"> A study to understand obstacles to women's participation in combat roles supported by a public opinion poll on the UAF and women in PKOs Provision of transportation, and education support to children of women, and men peacekeepers in single-parent households, to enable their deployment to UN Peacekeeping Operations An outreach campaign targeting women within the UAF to raise awareness of deployment opportunities to UN Peacekeeping Operations A communications campaign to recruit and retain women across all categories of the UAF A mobile information and education team to inform and educate women and men about operational roles in peacekeeping and combat skills requirements Two international conferences with a panel of uniformed women to share peacekeeping experiences and subject matter experts delivering on WPS and the UAF-EIF-supported achievements
 Project approval date	23 August 2022
 Total approved EIF budget	US\$ 1,105,678
 Funds transferred as of 31 December 2023	US\$ 1,105,678
 Beneficiaries	Uruguay Armed Forces
Fund Recipient	UN Women Uruguay
 Implementing Partner	Uruguayan Agency of International Cooperation (AUCI)
 Project start date	6 September 2022
 Project end date	30 September 2024
 Total project duration	25 months

KEY RESULTS

INTERNAL AWARENESS-RAISING



656 UAF personnel sensitised

656 UAF personnel (379 women and 277 men) sensitised about UN Peacekeeping Operations, deployment criteria, roles, and tasks during 12 informative sessions delivered by two mobile information and education teams (MIET)

- 49 per cent of women expressed an interest in deployment following these sessions.
- 82 per cent of participants self-reported enhanced knowledge about UN Peacekeeping Operations deployment, roles and tasks following these sessions

61 uniformed women sensitised

61 uniformed women sensitised about UN Peacekeeping Operations opportunities (32 women at the UAF international conference, 26 women at awareness-raising sessions)



1 conference on UN women's contribution to peacekeeping

1 international conference conducted on women's contributions to UN Peacekeeping Operations and experience-sharing with 60 military personnel participants (32 women and 28 men) and 35 online civilian participants (3 men and 32 women)

- 80 per cent of uniformed women who attended the conference and who had no information about UN Peacekeeping Operations, or a negative perception of peacekeeping, reported having a positive perception after the conference, according to a perception survey designed to measure knowledge gained from the conference, on participants' perceptions about peace operations



1 internal campaign

1 internal information campaign about women's participation and contributions to UN Peacekeeping Operations

EXTERNAL AWARENESS-RAISING AND RECRUITMENT



1 external campaign

1 external communications campaign with specific messaging for women to join the UAF and UN peacekeeping opportunities (3 TV appearances, 1 radio broadcast, 1 information booklet, 8 testimonial videos, 3 website posts)

GENDER-SENSITIVE MEASURES TO ADDRESS HOUSEHOLD CONSTRAINTS



7 women applied for benefits

7 women applied for education and transportation benefits for their children before their UN Peacekeeping Operations deployment (benefits to be rolled out in Q1 2024)

“ Mobile information and education sessions provided clear and accessible information to all forces personnel so that they can make a more informed choice to go on a peace operation. ”

Participant from a 2023 MIET session



Photo: Uruguay Armed Forces

Uruguay Armed Forces: MIET Information session, Uruguay Armed Forces, Army Communications Brigade No. 1 in Montevideo Province, April 2023

STATUS

IN PROGRESS

15. Zambia Police Service

The Republic of Zambia is the 18th highest T/PCC to United Nations peace operations and the 40th highest PCC. The Zambia Police Service (ZPS) deploys 17 IPOs – 10 (59.22 per cent) are women.

	EIF Results Framework	This project contributes to EIF outcome 3
	Project deliverables	<ol style="list-style-type: none"> 1. Construction of a women’s accommodation and day-care facility in the ZPS National Peacekeeping Training Centre 2. Establishment of a focal point network in the UN/ African Union (UN/AU) Peace Support Operations (PSO) office 3. Development of an anti-sexual harassment, exploitation and abuse policy and gender-awareness training for ZPS senior leadership
	Project approval date	19 December 2022
	Total approved EIF budget	US\$ 932,072
	Funds transferred as of 31 December 2023	US\$ 932,072
	Beneficiaries	ZPS
	Fund Recipient	UNDP Zambia
	Project start date	20 December 2022
	Project end date	31 December 2024
	Total project duration	25 months

KEY RESULTS

INSTITUTIONAL CAPACITY-BUILDING ON GENDER

 **17 focal points**

17 focal points (5 women and 12 men) were appointed to expand the UN/AU PSO office regionally to all police divisions.

STATUS

TERMINATED

16. The United Nations Multidimensional Integrated Stabilisation Mission in Mali

MINUSMA was the 4th largest United Nations peace operation in terms of the number of uniformed personnel, with a total of 1,239 police personnel – 200 (16.18 per cent) women. This project aimed to support commitments of the Republic of Nigeria, the Republic of Senegal, and the Republic of Togo to increase the deployment of women police, through the improvement and construction of gender-sensitive accommodation and facilities in four FPU camps.

The project was, however, terminated due to the drawdown and closure of MINUSMA as of 31 December 2023.

	EIF Results Framework	This project would contribute to EIF outcome 4
	Project deliverable	Construction and improvement of gender-sensitive accommodation, ablution, and welfare areas in four FPU camps to increase the capacity of camps to accommodate a minimum of 32 women per FPU by 2025
	Project approval date	7 December 2022
	Total approved EIF budget	US\$ 1,499,623
	Funds returned to EIF as of 31 December 2023	US\$ 1,499,623
	Beneficiary and Fund Recipient	MINUSMA
	Project start date	19 December 2022
	Project end date	19 December 2023
	Total project duration	13 months

Part 4



UN Photo/Harandane Dicko

The Egyptian contingent of MINUSMA, consists of 200 peacekeepers who provide security for logistical convoys and field operations. This team is mainly composed of women who search for and detect improvised explosive devices (IEDs) during logistical convoys and long and short-range patrols. 2022

Part 4: Moving Forward – Challenges, Emerging Practices, and Priorities

United Nations Peacekeeping Operations are facing mounting political resistance and complex operating environments, which hamper their ability to fulfil mission mandates and fulfil public expectations to protect civilians. In turn, this consequently undermines efforts to provide essential protection and support to women and girls who are especially vulnerable to violence and exploitation in conflict-affected areas.⁹¹

The evolving peace and security landscape, coupled with political instability posed significant challenges to the implementation of some EIF-funded projects during 2023, including changes in government, military coups, and national and local elections. Following the Niger military coup d'état in July 2023, the EIF-funded project was terminated. Additionally, elections held in Senegal and Sierra Leone delayed project implementation as security personnel were required to prioritise law enforcement. In 2024, with over 60 countries preparing for elections, the EIF anticipates similar trends among the portfolio of its troop- and police-contributing countries (T/PCCs).

To better identify and manage risks associated with project implementation, including those

arising in the geopolitical landscape, the EIF developed a comprehensive risk register to systematically track potential risks. Moreover, as part of the submission process for the 3rd and future programming rounds, submissions are now required to include a detailed risk assessment and mitigation strategies annex. This assessment will serve to identify specific risks and outline concrete actions to mitigate their impact, thereby ensuring proactive risk management throughout the project lifecycle.

The global resistance and pushback against gender equality pose challenges for the EIF that are further exacerbated by the fact that many security institutions continue to be male-dominated, with entrenched gender norms and biases that can impede progress towards gender equality. Consequently, the importance of high-level leadership and commitment to promoting gender equality at the national level is vital, as in some cases, this lack of concrete commitment and understanding of the goals of an EIF-funded project, led to notable delays and setbacks in project implementation. Therefore, clear, and compelling communication and advocacy with T/PCC key decision makers and United Nations senior officials is of utmost importance for ensuring continued buy-in and support for the EIF, its objectives, and its method of operating. To address these challenges and raise awareness, the EIF has introduced an additional budget line and allocation in its Measuring Opportunities for Women in Peace Operations (MOWIP) project templates, for sensitisation activities, such as regional MOWIP launches. Furthermore, the EIF is increasing its collaboration with United Nations Country Teams (UNCT) to leverage its partnership with national entities and strengthen the support for gender equality initiatives.

The downsizing, termination and phased withdrawal of some United Nations peace operations pose significant challenges for several T/PCCs with EIF-funded projects, particularly in maintaining current deployment levels, including women. Notably, the termination of the United Nations Multidimensional Integrated

⁹¹ <https://www.unwomen.org/en/digital-library/publications/2022/08/research-on-military-expenditure-and-women-peace-and-security>.

Stabilisation Mission in Mali (MINUSMA's) mandate via Security Council Resolution (SCR) 2690, and the requirement for all personnel to withdraw by December 2023, led to a significant reduction in military and police personnel deployed to United Nations Peacekeeping Operations from 11 EIF-funded T/PCCs.⁹² As a result of this termination, MINUSMA was unable to implement its EIF-funded project aimed at improving the working and living conditions for women police from Nigeria, Senegal, and Togo. In the future, the EIF anticipates a continued decline in deployment figures in 2024, partly due to the expected downsizing of the United Nations Organisation Stabilisation Mission in the Democratic Republic of the Congo (MONUSCO) by December 2024.

Despite the challenging environment, the EIF's programming continues to support significant institutional reform in national security institutions. Looking forward, the Fund must systematically capture the outcomes and results of these initiatives to gauge their effectiveness. This data informs decisions about future programming and contributes to the overall impact of the EIF as outlined in the EIF Monitoring and Evaluation Framework (MEF).⁹³ Throughout 2023, the EIF Secretariat continued to prioritise project reporting and monitoring and will continue to do so in the future. The EIF Secretariat also emphasises the importance of robust project management

92 EIF-fund recipients that were contributing to MINUSMA as at 31 July 2023: Bangladesh Armed Forces (1376 personnel); Royal Cambodian Armed Forces (267); Côte d'Ivoire Police (2); Ghana Armed Forces (143); Jordan PSD (22); Liberia (162); Mexico Armed Forces (9); Niger Armed Forces (871) and Police (29); Senegal Armed Forces (964); Police and Gendarmerie (343); Sierra Leone Armed Forces (19); Togo Armed Forces (733) and Police (299). Data from Department of Peacekeeping Operations (DPO) - Contribution of Uniformed Personnel to UN by Country, Mission, and Personnel Type. 31 July 2023. Accessed 7 April 2024. https://peacekeeping.un.org/sites/default/files/03_country_and_mission_64_july_2023.pdf.

93 EIF Monitoring and Evaluation Framework, 2022. Accessed 7 April 2024. <https://elsiefund.org/wp-content/uploads/2022/10/221021-EIF-MEF-V1.0.pdf>

by the T/PCC and is committed to supporting the capacity of national partners in this regard.

In 2023, the EIF Secretariat conducted its 1st project monitoring visits to eight security institutions in five T/PCCs and will continue to do so for all ongoing flexible project funding projects as a good practice.⁹⁴ These visits assessed project progress against project work plans and facilitated discussions on follow-up actions and project revision requirements. Monitoring visit activities included meetings with project focal points, focus group discussions with security personnel benefitting from project activities, and capacity-building workshops on project management, monitoring and evaluation. Focus group discussions and interviews were also conducted with women and men who deployed as part of a gender-strong unit, crucial for developing human interest and impact stories and capturing how uniformed women participated meaningfully within gender-strong units. These visits also allowed observation of construction projects first-hand. Lessons and recommendations from these visits will be integrated into all ongoing and future EIF programming.

One of the enduring challenges encountered by the EIF and its fund recipients is the lengthy process of developing, reviewing, negotiating, and ultimately signing agreements and contracts. This process can sometimes extend up to 12 months, impacting the project commencement date. It is important to note that all agreements and contracts must adhere to both national regulations and United Nations guidelines. Furthermore, these agreements need to be finalised before funds can be transferred, either directly from the Multi-Partner Trust Fund Office (MPTFO) to a T/PCC or from a Participating United Nations Office (PUNO) to an implementing partner.

In response to these challenges alongside others, the EIF Secretariat places a strong emphasis

94 Ghana, Jordan, Niger, Senegal, Togo.

on continuously refining and institutionalising procedures and processes for each programming round. This focus ensures that the Fund's operations become increasingly streamlined, efficient, and adaptable to evolving best practices and programming standards, that are based on lessons learned from past experiences. Consequently, the EIF is currently implementing substantial improvements across its programming, programmatic documentation, and procedures. These improvements include providing guidance and recommendations on how to address these challenges to fund recipients early in the application process. Additionally, the EIF also plans to conduct a series of capacity-building webinars for its 3rd programming round fund recipients in early 2024, with recordings and all documentation available on the EIF website.⁹⁵

95 Elsie Initiative Fund Third Programming Round Website. Accessed 7 April 2024. <https://elsiefund.org/third-programming-round/>.

Given that several 1st programming round projects were overly ambitious, encompassing numerous activities intended to be completed within a two-year timeframe, these improvements mentioned above will ensure that future projects include a modest number of activities that can realistically be implemented in a project's maximum two-year timeframe. The EIF processed 15 project extensions in 2023 partially due to the magnitude of some of the projects but also as a result of the time taken to sign project documentation including partner agreements and contracts, the posting and replacement of a T/PCC project focal point and the prioritisation of national and domestic security requirements for events such as elections.

On the positive side, project extensions allow the EIF to engage with T/PCCs for an extended period, potentially leading to a long-lasting relationship within these security institutions. This is an interesting opportunity in regard to supporting institutional and cultural reforms to promote inclusivity as well as the sharing



Mine Awareness Expert in Democratic Republic of the Congo (DRC). 2020

of lessons and good practices from other EIF-funded T/PCCs. For example, while EIF-funded projects with Senegal National Gendarmerie and Police commenced in 2021, Senegal National Gendarmerie launched its gender policy in October 2023 and Senegal National Police is developing a gender policy and made progress towards revising laws and policies to mainstream gender considerations.

Following the High-Level launch of the EIF's 3rd programming round in 2023, the Secretariat organised a series of webinars aimed at guiding prospective applicants through the Letter of Interest (LOI) submission process, significantly boosting the EIF's growing visibility among Member States and the United Nations. This proactive approach resulted in the submission of 30 LOIs to the Secretariat, a major success for the Fund and a demonstration of continued demand and sustained interest in the Fund. To further refine the selection process, the EIF Secretariat invested significant effort to institutionalise a peer review of these LOIs. Initially reviewed internally, the barrier assessment submissions were then evaluated in collaboration with DCAF – the Geneva Centre for Security Sector Governance. Following this, a series of

consultations took place with the EIF Technical Committee and the Department of Peace Operations, culminating in endorsements by the EIF Steering Committee. This rigorous LOI review process led to the selection of 18 LOIs, which were then invited to submit a detailed proposal. Continual collaboration with partners, and particularly DPO, remains a key priority for the EIF Secretariat, to ensure full alignment with the DPO's deployment planning needs.

In line with increasing demands from a growing number of T/PCCs and capacity demands in the previous two programming rounds, the EIF Secretariat expanded its staffing in 2023. This process resulted in the addition of a Project Coordination Specialist, a Project Management Analyst, and a Communications Analyst, with an additional Project Coordination Specialist planned to join the Secretariat in February 2024. With this additional capacity, the EIF is not only better equipped to address challenges, but also to scale up from its initial five-year pilot, attract additional donor contributions and fund applicants, to advance the full equal and meaningful participation of uniformed women in United Nations Peacekeeping Operations and foster inclusive peace and security.



EIF Photo

Joint coordination meeting between the EIF Secretariat and the Senegal National Police, Senegal National Gendarmerie and Senegal Armed Forces project focal points, August 2023



UN Photo/Harandane Dicko

A Peacekeeper from Benin serving with the MINUSMA in charge of securing the infrastructure at the camp in Bamako during a simulation exercise. 2021

Part 5: Consolidated Annual Financial Report

Introduction

This Consolidated Annual Financial Report of the Elsie Initiative Fund (EIF) is prepared by the United Nations Development Programme (UNDP) Multi-Partner Trust Fund Office (MPTF Office) in fulfilment of its obligations as Administrative Agent, as per the Terms of Reference (TOR), the Memorandum of Understanding (MOU) signed between the UNDP MPTF Office and the Participating Organisations, the Memorandum of Agreement (MOA) signed between the UNDP MPTF Office and Recipient National Governments, and the donor agreement signed with contributors/donors.

The MPTF Office, as the Administrative Agent, is responsible for concluding an MOU with Participating Organisations, an MOA with Recipient National Governments and donor agreements with contributors/donors. It receives, administers, and manages contributions, and disburses these funds to the Participating Organisations. The Administrative Agent prepares and submits annual consolidated financial reports, as well as regular financial statements, for transmission to stakeholders.

This consolidated financial report covers the period 1 January to 31 December 2023 and provides financial data on progress made in the implementation of EIF-funded projects. It is posted on the MPTF Office GATEWAY (<https://mptf.undp.org/fund/eif00>).

2023 Financial Performance

This section presents financial data and analysis of the EIF as of 31 December 2023, using the pass-through funding modality. Financial information for the EIF is available on the MPTF Office GATEWAY: <https://mptf.undp.org/fund/eif00>.

Sources and Uses of Funds

As of 31 December 2023, **nine** contributors deposited **US\$ 35,795,741** and **US\$ 1,327,273** was earned in interest.

The cumulative source of funds was **US\$ 37,123,014**.

Of this amount, **US\$ 13,747,010** has been net funded to **four** Recipient National Governments and **four** Participating Organisations, of which **US\$ 8,783,276** has been reported as expenditure. The Administrative Agent fee has been charged at the approved rate of 1 per cent on deposits and amounts to **US\$ 357,957**. **Table 4** provides an overview of the overall sources, uses, and balance of the EIF as of 31 December 2023.

Table 4 Financial Overview, as of 31 December 2023 (in US Dollars)

	PRIOR YEARS UP TO 31 DEC 2022	FINANCIAL YEAR JAN-DEC 2023	TOTAL
SOURCES OF FUNDS			
Contributions from donors	31,920,965	3,874,776	35,795,741
Sub-total Contributions	31,920,965	3,874,776	35,795,741
Fund Interest and Investment Income Earned	738,119	589,154	1,327,273
Total: Sources of Funds	32,659,084	4,463,930	37,123,014
USE OF FUNDS			
Transfers to Participating Organisations	11,319,148	15,138	11,334,286
Transfers to Participating Organisations for Direct Cost - Fund Secretariat etc	2,768,771	1,200,000	3,968,771
Sub-Total Transfers	14,087,919	1,215,138	15,303,057
Refunds received from Participating Organisations	-	(1,556,047)	(1,556,047)
Sub-Total Refunds	-	(1,556,047)	(1,556,047)
Administrative Agent Fees	319,210	38,748	357,957
Bank Charges	1,883	703	2,586
TOTAL: USES OF FUNDS	14,409,012	(301,458)	14,107,553
Change in Fund cash balance with Administrative Agent	18,250,073	4,765,388	23,015,461
Opening Fund balance (1 January)	20,701,218	18,250,073	-
Closing Fund balance (31 December)	18,250,073	23,015,461	23,015,461
Net Funded Amount (Includes Direct Cost)	14,087,919	(340,909)	13,747,010
Participating Organisations Expenditure (Includes Direct Cost)	5,598,499	3,184,776	8,783,276
Balance of Funds with Participating Organisations	8,489,420	(3,525,686)	4,963,734

Partner Contributions

The EIF is currently financed by **nine** contributors, as listed in **Table 5**. **Table 5** also provides information on cumulative contributions received from all contributors to the EIF as of 31 December **2023**. The table includes financial commitments made by the contributors through signed Standard Administrative Agreements (SAA) with an anticipated deposit date as per the schedule of payments by 31 December 2023 and deposits received by the same date. It does not include commitments that were made to the fund beyond 2023.

Table 5: Contributions, as of 31 December 2023 (in US Dollars)

CONTRIBUTORS	TOTAL COMMITMENTS	TOTAL DEPOSITS
Government of Australia	4,300,000	4,300,000
Government of Canada	13,018,331	13,018,331
Government of Denmark	700,000	700,000
Government of Finland	1,097,142	1,097,142
Government of Germany	2,549,359	2,549,359
Government of Netherlands	3,316,733	3,316,733
Government of Norway	1,072,321	1,072,321
Government of the Republic of Korea	1,000,000	1,000,000
Government of the United Kingdom	8,741,856	8,741,856
GRAND TOTAL	35,795,741	35,795,741

Interest Earned

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

As of 31 December 2023, the EIF earned **US\$ 1,327,273** in interest.

No interest was received from Participating Organisations, bringing the cumulative interest received to **US\$ 1,327,273**. Details are provided in **Table 6**.

Table 6: Sources of Interest and Investment Income, as of 31 December 2023 (in US Dollars)

INTEREST EARNED	PRIOR YEARS UP TO 31 DEC 2022	FINANCIAL YEAR JAN-DEC 2023	TOTAL
ADMINISTRATIVE AGENT			
Fund Interest and Investment Income Earned	738,119	589,154	1,327,273
Total: Fund Interest Earned	738,119	589,154	1,327,273
PARTICIPATING ORGANISATION			
Total: Agency Interest Earned	-	-	-
GRAND TOTAL	738,119	589,154	1,327,273

Transfer of Funds

Allocations to Participating Organisations and Recipient National Governments are approved by the Steering Committee and disbursed by the Administrative Agent. As of 31 December **2023**, the Administrative Agent had transferred **US\$ 15,303,057** to Participating Organisations and Recipient National Governments, as shown in **Table 7**.

Table 7 also provides additional information on the refunds received by the MPTF Office, and the net funded amount for each of the Participating Organisations and Recipient National Governments.

Table 7. Transfer, Refund, and Net Funded Amount by Participating Organisation (in US Dollars)

PARTICIPATING ORGANISATION/ RECIPIENT NATIONAL GOVERNMENT	PRIOR YEARS UP TO 31-DEC 2022			FINANCIAL YEAR JAN-DEC-2023			TOTAL		
	TRANSFERS	REFUNDS	NET FUNDED	TRANSFERS	REFUNDS	NET FUNDED	TRANSFERS	REFUNDS	NET FUNDED
Government of Ghana - Ministry of Finance	1,484,984	-	1,484,984	-	-	-	1,484,984	-	1,484,984
Government of Jordan - Ministry of Planning and International Cooperation	1,000,000	-	1,000,000	-	-	-	1,000,000	-	1,000,000
MINUSMA - UN Multidimensional Integrated Stabilisation Mission in Mali	1,499,623	-	1,499,623	-	(1,499,623)	(1,499,623)	1,499,623	(1,499,623)	-
Government of Senegal - Ministry of Army	700,458	-	700,458	600,000	-	600,000	1,300,458	-	1,300,458
Government of Togo - Ministry of Economy and Finance	650,664	-	650,664	500,000	-	500,000	1,150,664	-	1,150,664
UNDP	932,072	-	932,072	-	-	-	932,072	-	932,072
UNIFIL - United Nations Interim Force in Lebanon	357,181	-	357,181	-	(56,424)	(56,424)	357,181	(56,424)	300,756
UN Women	6,362,937	-	6,362,937	1,215,138	-	1,215,138	7,578,075	-	7,578,075
Grand Total	12,987,919	-	12,987,919	2,315,138	(1,556,047)	759,091	15,303,057	(1,556,047)	13,747,010

Expenditure and Financial Delivery Rates

All final expenditures reported are submitted as certified financial information by the Headquarters of the Participating Organisations and Recipient National Governments. These were consolidated by the MPTF Office.

Joint programme/ project expenditures are incurred and monitored by each Participating Organisation and Recipient National Government and are reported to the Administrative Agent as per the agreed-upon categories for inter-agency harmonised reporting. Recipient National Governments report and submit expenditures to the MPTF Office through the EIF Secretariat. The **2023** expenditure data has been posted on the MPTF Office GATEWAY at <https://mptf.undp.org/fund/eif00>.



Sri Lankan woman peacekeeper on patrol. February 2023

Expenditure Reported by Participating Organisation

In **2023, US\$ 759,091** was net funded to Participating Organisations and Recipient National Governments, and **US\$ 3,525,932** was reported in expenditure.

As shown in **Table 8**, the cumulative net funded amount is **US\$ 13,747,010** and cumulative expenditures reported by the Participating Organisations and Recipient National Governments amount to **US\$ 8,783,276**. This equates to an overall Fund expenditure delivery rate of **63.89** per cent.

Table 8 Net Funded Amount and Reported Expenditures by Participating Organisation / Recipient National Government, as of 31 December 2023 (in US Dollars)

RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	APPROVED AMOUNT	NET FUNDED AMOUNT	EXPENDITURE			DELIVERY RATE %
			PRIOR YEARS UP TO 31 DEC 2022	FINANCIAL YEAR JAN-DEC 2023	CUMULATIVE	
Government of Jordan - Ministry of Planning and International Cooperation	1,000,000	1,000,000	481,092	518,908	1,000,000	100.00
MINUSMA	1,499,623	-	-	-	-	-
Government of Ghana - Ministry of Finance	3,700,669	1,484,984	-	-	-	-
Government of Senegal – Ministry of Army	4,120,903	1,300,458	223,111	787,647	1,010,758	77.72
Government of Togo – Ministry of Economy and Finance	1,150,664	1,150,664	483,062	268,085	751,148	65.28
UNDP	932,072	932,072	-	32,200	32,200	3.45
UNIFIL	357,181	300,756	311,032	-	311,032	103.42
UN Women	7,578,075	7,578,075	3,759,046	1,919,091	5,678,138	74.93
GRAND TOTAL	20,339,187	13,747,010	5,257,344	3,525,932	8,783,276	63.89

Expenditures Reported by Category

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

Table 9: Expenditure by UNSDG Budget Category, as of 31 December 2023 (in US Dollars)

CATEGORY	EXPENDITURE			PERCENTAGE OF TOTAL PROGRAMME COST
	PRIOR YEARS UP TO 31 DEC 2022	FINANCIAL YEAR JAN-DEC 2023	TOTAL	
Staff & Personnel Cost	1,951,661	1,315,924	3,267,585	39.53
Supplies, commodities, and materials	287,900	199,205	487,105	5.89
Equipment, vehicles, furniture, and depreciation	607,060	143,490	750,550	9.08
Contractual Services Expenses	1,308,026	992,454	2,300,480	27.83
Travel	370,375	205,615	575,991	6.97
Transfers and Grants	119,631	79,973	199,604	2.41
General Operating	517,232	167,510	684,742	8.28
Programme Costs Total	5,161,884	3,104,171	8,266,056	100.00
Indirect Support Costs ⁹⁶ Total	436,615	80,605	517,220	6.26
GRAND TOTAL	5,598,499	3,184,776	8,783,276	-

⁹⁶ Indirect Support Costs charged by the Participating Organisation, based on their financial regulations, can be deducted upfront or at a later stage during implementation. The percentage may therefore appear to exceed the 7% agreed-upon for on-going projects. Once projects are financially closed, this number is not to exceed 7%.

Cost Recovery

Cost recovery policies for the EIF are guided by the applicable provisions of the EIF TOR, the MOU concluded between the Administrative Agent and Participating Organisations, and the SAAs concluded between the Administrative Agent and Contributors, based on rates approved by the UNDG.

The policies in place, as of 31 December 2023, were as follows:

The Administrative Agent fee: 1 per cent is charged at the time of the contributor deposit and covers services provided on that contribution for the entire duration of the EIF. Cumulatively, as of 31 December 2023, **US\$ 357,957** has been charged in Administrative Agent-fees.

Indirect Costs of Participating Organisations: A general cost that cannot be directly related to any particular programme or activity of the Participating Organisations. Participating Organisations may charge 7 per cent indirect costs based on UNSDG policy, establishing an indirect cost rate as a percentage of the programmable costs for interagency pass-through pool funds. In the current reporting period **US\$ 80,605** was deducted in indirect costs by Participating Organisations. Cumulatively, indirect costs amount to **US\$ 517,220** as of 31 December **2023**.

Accountability and Transparency

In order to effectively provide fund administration services and facilitate monitoring and reporting to the United Nations system and its partners, the MPTF Office has developed a public website, the MPTF Office Gateway (<https://mptf.undp.org>). Refreshed daily from an internal enterprise resource planning system, the MPTF Office Gateway has become a standard setter for providing transparent and accountable trust-fund administration services.

The Gateway provides financial information including contributor commitments and deposits, approved programme budgets, transfers to and expenditures reported by Participating Organisations and Recipient National Governments, interest income and other expenses. In addition, the Gateway provides an overview of the MPTF Office portfolio and extensive information on individual Funds, including their purpose, governance structure and key documents. By providing easy access to the growing number of narrative and financial reports, as well as related project documents, the Gateway collects and preserves important institutional

knowledge and facilitates knowledge sharing and management among United Nations Organisations and their development partners, thereby contributing to United Nations coherence and development effectiveness.

Direct Costs

The EIF's governance mechanism may approve an allocation to a Participating Organisation to cover costs associated with Fund coordination covering overall coordination, and Fund-level reviews and evaluations. These allocations are referred to as 'direct costs'. Cumulatively, as of 31 December 2023, **US\$ 3,968,771** has been charged as Direct Costs as shown in **Table 10**.

Table 10: Direct costs

RECIPIENT NATIONAL GOVERNMENT/PARTICIPATING ORGANISATION	APPROVED AMOUNT	NET FUNDED AMOUNT	EXPENDITURE			DELIVERY RATE %
			PRIOR YEARS UP TO 31 DEC 2022	FINANCIAL YEAR JAN-DEC 2023	CUMULATIVE	
UN Women	3,968,771	3,968,771	2,376,773	1,368,979	3,745,752	94.38
GRAND TOTAL	3,968,771	3,968,771	2,376,773	1,368,979	3,745,752	94.38



EIF Monitoring Mission - Senegal Armed Forces, August 2023. Left to right: Capt Babacar Cobar (Senegal Armed Forces), Marvel Nyama (EIF), Agathe Christien (EIF), Dentist Col Khadessa Sy, Doctor Christian Agbaton, Col Jean Sylvestre Biaguie

Expenditure by Project in each EIF Outcome

Table 11 displays the net funded amounts, expenditures reported, and the financial delivery rates by EIF outcome, by project/ joint programme, Participating Organisation, and Recipient National Government.

Table 11: Expenditure by Project by each EIF Outcome

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations – Barrier Assessment							
00131920	Cambodian Armed Forces - Barrier Assessment	UN Women	On Going	247,736	247,736	247,736	100.00
00129892	Côte d'Ivoire Police - Barrier Assessment	UN Women	Operationally Closed	219,996	219,996	144,779	65.81
00126177	Liberia Armed Forces - Barrier Assessment	UN Women	Financially closed	120,000	120,000	119,999	100.00
00126207	Mexico Armed Forces, Navy, and Police - Barrier Assessment	UN Women	Financially closed	318,736	318,736	318,736	100.00
00133799	Senegal Armed Forces - Barrier Assessment	Government of Senegal – Ministry of Army	On Going	200,458	200,458	109,654	54.70
00127038	Sierra Leone Armed Forces - Barrier Assessment	UN Women	Operationally Closed	184,677	184,677	180,664	97.83
00130292	Sierra Leone Police - Barrier Assessment	UN Women	Operationally Closed	197,198	197,198	186,193	94.42
00134178	Togo Police - Barrier Assessment	Government of Togo – Ministry of Economy and Finance	On Going	150,666	150,666	54	0.04
00130253	Uganda Police Force - Barrier Assessment	UN Women	Operationally Closed	219,232	219,232	217,112	99.03
OUTCOME 1: TOTAL				1,878,687	1,858,698	1,524,926	82.04

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations							
00127850	Senegal National Police: gender audit and policy, training, communications and 3 x Gender Strong Units (GSU)	Government of Senegal - Ministry of Army	On Going	1,766,688	550,000	470,263	85.50
00127852	Senegal National Gendarmerie: gender policy, training, day-care, awareness training and 3 x GSU	Government of Senegal - Ministry of Army	On Going	2,153,757	550,000	430,842	78.33
00133208	Uruguay Armed Forces: outreach, transport and education support, and communications campaign	UN Women	On Going	1,105,678	1,105,678	268,781	24.31
OUTCOME 2: TOTAL				5,026,123	2,205,678	1,169,886	53.04

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers							
00133686	Ghana Armed Forces: Accommodation, communications, recruiting, and 1 x GSU	Government of Ghana - Ministry of Finance	On Going	3,700,669	1,484,984	-	-
00129307	Jordan Public Security Directorate (PSD) Police: Women Qualification and Accommodation Center	Government of Jordan - Ministry of Planning and International Cooperation	On Going	1,000,000	1,000,000	1,000,000	100.00
00127856	Niger Armed Forces and Police: Barrier Assessment, gender policy, training, and outreach	UN Women	Terminated	996,052	996,052	248,385	24.94
00128648	Togo Armed Forces: Barrier Assessment, gender policy and 5-year strategy, recruitment campaign, 2 women accommodation centres	Government of Togo - Ministry of Economy and Finance	On Going	999,998	999,998	751,094	75.11
00134376	Zambia Police Service: women's accommodation, daycare, anti-sexual harassment policy for senior leadership	UNDP	On Going	932,072	932,072	32,200	3.45
OUTCOME 3: TOTAL				7,628,791	5,413,107	2,031,680	37.53

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 4: Improved working/living conditions for uniformed women peacekeepers in United Nations missions							
00130288	Gender-Sensitive Accommodation Infrastructure	UNIFIL	Operationally Closed	357,181	300,756	311,032	103.42
00134341	Gender-Sensitive Accommodation Infrastructure	MINUSMA	On Going	1,499,623	-	-	-
OUTCOME 4: TOTAL				1,856,803	300,756	311,032	103.42
Direct Cost Budget							
00118008	Secretariat - EIF	UN Women	On Going	3,968,771	3,968,771	3,745,752	94.38
DIRECT COST BUDGET: TOTAL				3,968,771	3,968,771	3,745,752	94.38
GRAND TOTAL				20,339,187	13,747,010	8,783,276	63.89



MINUSCA Photo

First Sergeant Reneta Rismayanti of Indonesia analysing crime data, October 2023. The peacekeeper was also the UN Woman Police Officer of the Year 2023

Expenditure by Project grouped by Country

Table 12 displays the net funded amounts, expenditures reported and the financial delivery rates by Country by project/ joint programme and Participating Organisation

Table 12: Expenditure by project grouped by country

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Cambodia						
00131920	Cambodian Armed Forces: Barrier Assessment	UN Women	247,736	247,736	247,736	100.00
CAMBODIA: TOTAL			247,736	247,736	247,736	100.00
Côte d'Ivoire						
00129892	Côte d'Ivoire Police: Barrier Assessment	UN Women	219,996	219,996	144,779	65.81
CÔTE D'IVOIRE: TOTAL			219,996	219,996	144,779	65.81
Ghana						
00133686	Ghana Armed Forces: Accommodation, communications, recruiting and 1 x GSU	Government of Ghana - Ministry of Finance	3,700,669	1,484,984	-	-
GHANA: TOTAL			3,700,669	1,484,984	-	-
Jordan						
00129307	Jordan PSD (Police): Women's Qualification and Accommodation Center	Government of Jordan - Ministry of Planning and International Cooperation	1,000,000	1,000,000	1,000,000	100.00
JORDAN: TOTAL			1,000,000	1,000,000	1,000,000	100.00
Lebanon						
00130288	Gender-Sensitive Accommodation Infrastructure	UNIFIL	357,181	300,756	311,032	103.42
LEBANON: TOTAL			357,181	300,756	311,032	103.42

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Liberia						
00126177	Liberia Armed Forces: Barrier Assessment	UN Women	120,000	120,000	119,999	100.00
LIBERIA: TOTAL			120,000	120,000	119,999	100.00

Mali						
00134341	Gender-Sensitive Accommodation Infrastructure	MINUSMA	1,499,623	-	-	-
MALI: TOTAL			1,499,623	-	-	-

Mexico						
00126207	Mexico Armed Forces, Navy, and Police: Barrier Assessment	UN Women	318,736	318,736	318,736	100.00
MEXICO: TOTAL			318,736	318,736	318,736	100.00

Niger (the)						
00127856	Niger Armed Forces and Police: Barrier Assessment, gender policy, training, and outreach	UN Women	996,052	996,052	248,385	24.94
NIGER (THE): TOTAL			996,052	996,052	248,385	24.94

Senegal						
00133799	Senegal Armed Forces: Barrier Assessment	Government of Senegal - Ministry of Army	200,458	200,458	109,654	54.70
00127852	Senegal National Gendarmerie: gender policy, training, day-care, awareness training and 3 x GSU	Government of Senegal - Ministry of Army	2,153,757	550,000	430,842	78.33
00127850	Senegal National Police: gender audit and policy, training, communications and 3 x GSU	Government of Senegal - Ministry of Army	1,766,688	550,000	470,263	85.50
SENEGAL: TOTAL			4,120,903	1,300,458	1,010,758	77.72

Sierra Leone						
00127038	Sierra Leone Armed Forces: Barrier Assessment	UN Women	184,677	184,677	180,664	97.83
00130292	Sierra Leone Police: Barrier Assessment	UN Women	197,198	197,198	186,193	94.42
SIERRA LEONE: TOTAL			381,874	381,874	366,856	96.07

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Togo						
00128648	Togo Armed Forces: Barrier Assessment, gender policy and 5-year strategy, recruitment campaign, 2 women accommodation centres	Government of Togo - Ministry of Economy and Finance	999,998	999,998	751,094	75.11
00134178	Togo Police: Barrier Assessment	Government of Togo» - Ministry of Economy and Finance	150,666	150,666	54	0.04
TOGO: TOTAL			1,150,664	1,150,664	751,148	65.28

Uganda						
00130253	Uganda Police Force: Barrier Assessment	UN Women	219,232	219,232	217,112	99.03
UGANDA: TOTAL			219,232	219,232	217,112	99.03

Uruguay						
00133208	Uruguay Armed Forces: outreach, transport and education support, and communications campaign	UN Women	1,105,678	1,105,678	268,781	24.31
URUGUAY: TOTAL			1,105,678	1,105,678	268,781	24.31

Zambia						
00134376	Zambia Police Service: women's accommodation, daycare, anti-sexual harassment policy for senior leadership	UNDP	932,072	932,072	32,200	3.45
ZAMBIA: TOTAL			932,072	932,072	32,200	3.45

Direct Cost Budget						
00118008	Secretariat - EIF	UN Women	3,968,771	3,745,752	94.38	94.38
DIRECT COST BUDGET: TOTAL			3,968,771	3,968,771	3,745,752	94.38

GRAND TOTAL			20,339,187	13,747,010	8,783,276	63.89
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United Nations Participating Organizations



Definitions

ALLOCATION

Amount approved by the Steering Committee for a project/programme.

APPROVED PROJECT/PROGRAMME

A project/programme including budget, etc., that is approved by the Steering Committee for fund allocation purposes.

CONTRIBUTOR COMMITMENT

Amount(s) committed by a contributor to a Fund in a signed SAA with the UNDP Multi-Partner Trust Fund Office (MPTF Office), in its capacity as the Administrative Agent. A commitment may be paid or pending payment.

CONTRIBUTOR DEPOSIT

Cash deposit received by the MPTF Office for the EIF from a contributor in accordance with a signed SAA.

DELIVERY RATE

The percentage of funds that have been utilised, calculated by comparing expenditures reported by a Participating Organisation against the 'net funded amount'. This does not include expense commitments by Participating Organisations.

INDIRECT SUPPORT COSTS

A general cost that cannot be directly related to any particular programme or activity of the Participating Organisations. UNSDG policy establishes a fixed indirect cost rate of 7 per cent of programmable costs for inter-agency pass-through MPTFs.

NET FUNDED AMOUNT

Amount transferred to a Participating Organisation less any refunds transferred back to the MPTF Office by a Participating Organisation.

PARTICIPATING ORGANISATION

A United Nations Organisation or other inter-governmental Organisation that is a partner in a Fund, as represented by signing a Memorandum of Understanding (MOU) with the MPTF Office for a particular Fund.

PROJECT EXPENDITURE

The sum of expenses and/or expenditures reported by all Participating Organisations for a Fund irrespective of which basis of accounting each Participating Organisation follows for donor reporting.

PROJECT APPROVAL DATE

The date a project is approved by the Steering Committee UN Women Co-chair.

PROJECT FINANCIAL CLOSURE

A project or programme is considered financially closed when all financial obligations of an operationally completed project or programme have been settled, and no further financial charges may be incurred.

PROJECT OPERATIONAL CLOSURE

A project or programme is considered operationally closed when all programmatic activities for which Participating Organisation(s) received funding have been completed.

PROJECT START DATE

Date of the first transfer of funds by the MPTF Office to the Participating Organisation / Recipient National Government.

RECIPIENT NATIONAL GOVERNMENTS

A national government that is a recipient of the EIF, as represented by signing a Memorandum of Agreement (MOA) with the MPTF Office for a particular Fund.

TOTAL APPROVED BUDGET

This represents the cumulative amount of allocations approved by the Steering Committee.

US DOLLAR AMOUNT

The financial data in the report is recorded in US Dollars



2nd Warrant Officer Than Panha working on a mine clearance site in Blida village along the Blue Line, Lebanon. 2022

UNIFIL

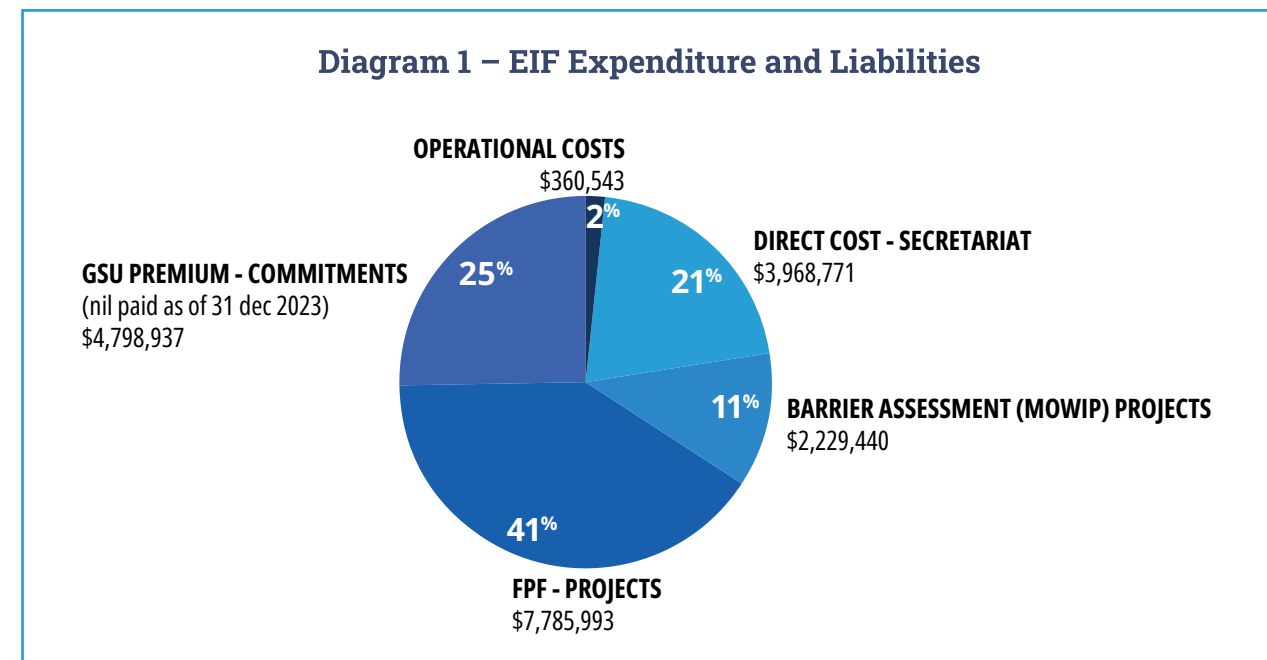
Part 6: Elsie Initiative Fund (EIF) Expenditures and Liabilities

The purpose of Diagram 1 is to provide an overview of the EIF's expenditures and liabilities as of 31 December 2023. It shows the proportion of EIF funding allocated as of 31 December 2023, to: (i) participating organisations for Flexible Project Funding (FPF) and Barrier Assessment (BA) projects - **\$10,015,433**⁹⁷ and which includes the tranche payment amounts for Senegal National Gendarmerie - **\$100,073** and the Senegal National Police - **\$137,120**, anticipated to be requested in Q2/3 2024; (ii) Gender Strong Unit

(GSU) premium liability - **\$4,798,937**,⁹⁸ and (iii) EIF operational and direct costs - **\$360,543**⁹⁹ and **\$3,968,771** respectively.¹⁰⁰

The total amount of **\$19,143,684** has been disaggregated to show the proportion of funding allocated per EIF funding modality: BA, FPF,¹⁰¹ GSU premium, plus the EIF's direct and operational costs.

The Senegal National Gendarmerie, Senegal National Police, and the Ghana Armed Forces have deployed a total of six gender-strong units to date; as such, the EIF anticipates paying the GSU premium for the first year of the GSU premium three-year commitment for these Troop and Police Contributing Countries (T/PCCs) during 2024, with the T/PCC agreeing to invest the premium in activities that will further progress and promote the EIF's goals.



97 See Net Funded Amount - detailed in Part 5 Consolidated Annual Financial Report.

98 No GSU premiums were paid as of 31 December 2023. The total approved GSU premium amount of \$4,798,937 includes GSU premiums for the: (i) Ghana Armed Forces - \$2,215,685; (ii) Senegal National Gendarmerie - \$1,503,684, and the Senegal National Police - \$1,079,568.

99 Administrative Agent Fees \$357,957 (1% of deposits) and Bank Charges \$2,586 - detailed in Part 5 Consolidated Annual Financial Report.

100 Secretariat Cost - detailed in Part 5 of the Consolidated Annual Financial Report.

101 This amount does not include the \$997,336.44 grant approved on 28 March 2022 for the Bangladesh Armed Forces - funds transfer to UNOPS is anticipated in Q2/3 2024.



UNIFIL/ Sebastian Rich

UNIFIL - 2nd Sgt. Venny Greace of the Indonesian Army patrols the Blue Line. 2018

PROJECT STATUS

APPROVED	IN PROGRESS	COMPLETED	TERMINATED
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Annex 1: Deployments of uniformed women by EIF-funded recipients 2020-2023

T/PCC	WOMEN DEPLOYED							
	2020		2021		2022		2023	
	Total	%	Total	%	Total	%	Total	%
BANGLADESH	262	3.99%	317	4.87%	507	7.41%	532	7.60%
Experts on Mission	2	6.57%	2	5.69%	5	11.45%	8	13.76%
Formed Police Units	152	25.35%	149	30.84%	138	30.03%	126	30.87%
Individual Police	7	13.63%	3	12.19%	9	23.29%	12	24.34%
Staff Officer	22	19.01%	25	18.09%	26	17.01%	28	17.80%
Troops	80	1.38%	138	2.36%	329	5.34%	359	5.67%
CAMBODIA	78	10.05%	101	12.75%	118	15.14%	141	17.06%
Experts on Mission	4	42.00%	3	31.25%	2	26.60%	3	42.11%
Staff Officer	1	9.14%	3	18.52%	4	20.27%	3	13.47%
Troops	73	9.71%	95	12.42%	112	14.90%	135	16.91%
CÔTE D'IVOIRE	44	7.35%	68	7.45%	54	5.58%	39	6.38%
Experts on Mission	2	61.70%	2	93.33%	0		1	100.00%
Individual Police	33	54.42%	34	36.53%	22	20.81%	16	28.06%
Staff Officer	1	5.37%	1	3.23%	4	27.32%	1	20.69%
Troops	7	1.37%	31	3.89%	28	3.26%	21	3.74%
GHANA	401	15.44%	368	16.23%	418	15.72%	441	15.97%
Experts on Mission	15	35.90%	18	40.68%	17	35.84%	17	34.85%
Formed Police Units	50	19.31%	62	23.06%	41	15.13%	55	20.51%
Individual Police	44	52.19%	18	35.06%	16	47.00%	15	42.28%
Staff Officer	24	29.36%	25	30.53%	25	27.43%	19	18.92%
Troops	268	12.60%	246	13.47%	321	14.43%	335	14.52%

T/PCC	WOMEN DEPLOYED							
	2020		2021		2022		2023	
	Total	%	Total	%	Total	%	Total	%
JORDAN	22	4.37%	25	4.12%	31	5.06%	47	9.56%
Experts on Mission	3	26.14%	4	42.86%	4	57.65%	2	32.93%
Formed Police Units	0	0.00%	12	6.65%	14	7.54%	19	10.60%
Individual Police	16	13.16%	8	8.59%	12	13.02%	24	17.01%
Staff Officer	2	6.89%	2	6.62%	2	6.33%	2	6.70%
LIBERIA	18	13.69%	22	12.63%	20	11.72%	17	11.15%
Experts on Mission	3	74.47%	3	74.47%	3	64.58%	2	40.35%
Individual Police			2	33.33%	3	30.93%	2	47.92%
Staff Officer	1	10.42%	2	14.38%	2	14.29%	2	16.53%
Troops	14	11.99%	15	10.14%	13	9.04%	12	8.67%
MEXICO	7	47.27%	7	43.14%	7	41.43%	8	36.74%
Experts on Mission	6	56.20%	7	60.42%	7	60.00%	8	57.74%
Staff Officer	1	22.73%	0	1.67%	0	0.00%	0	0.00%
NIGER	52	5.27%	34	3.42%	27	2.75%	44	5.72%
Experts on Mission	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Individual Police	40	40.10%	29	29.58%	19	23.35%	35	39.65%
Staff Officer	0	0.00%	0	0.00%	2	8.63%	2	10.71%
Troops	12	1.39%	5	0.58%	6	0.71%	7	1.05%
SENEGAL	137	6.40%	195	9.22%	216	9.14%	226	11.12%
Experts on Mission	0	0.00%	0	5.88%	1	20.34%	1	50.00%
Formed Police Units	76	7.53%	134	13.10%	145	12.27%	171	15.16%
Individual Police	14	19.32%	24	30.36%	23	36.92%	20	32.69%
Staff Officer	2	7.20%	2	7.07%	3	7.89%	2	6.30%
Troops	44	4.35%	34	3.51%	45	4.17%	33	4.01%
SIERRA LEONE	31	37.39%	35	52.23%	43	63.41%	21	46.22%
Experts on Mission	10	67.65%	8	71.09%	7	71.54%	7	54.93%
Individual Police	13	37.44%	20	77.70%	27	93.16%	7	93.41%
Staff Officer	8	24.03%	8	24.93%	8	29.25%	7	28.39%

T/PCC	WOMEN DEPLOYED							
	2020		2021		2022		2023	
	Total	%	Total	%	Total	%	Total	%
TOGO	122	8.44%	123	9.41%	112	10.27%	114	11.90%
Experts on Mission	2	20.18%	3	37.50%	3	41.30%	3	34.31%
Formed Police Units	41	9.43%	38	12.80%	30	10.95%	24	9.20%
Individual Police	28	47.94%	28	38.41%	23	37.40%	32	43.73%
Staff Officer	3	12.82%	2	9.19%	4	13.55%	5	19.37%
Troops	48	5.21%	53	5.77%	51	7.17%	52	8.60%
UGANDA	86	13.29%	63	9.67%	88	13.62%	101	15.43%
Experts on Mission	3	80.95%	3	91.89%	3	70.83%	2	52.27%
Individual Police	7	35.20%	7	30.74%	5	28.57%	6	28.62%
Staff Officer	1	33.33%	1	34.48%	1	31.43%	1	35.29%
Troops	75	12.08%	53	8.41%	80	12.76%	92	14.66%
URUGUAY	82	7.21%	73	6.64%	73	6.88%	64	6.12%
Experts on Mission	1	11.03%	2	12.42%	3	25.15%	5	33.95%
Individual Police	3	27.97%	3	56.16%	4	57.32%	1	47.22%
Staff Officer	4	18.44%	4	22.13%	2	11.07%	1	5.53%
Troops	74	6.78%	63	6.00%	63	6.22%	56	5.63%
ZAMBIA	152	15.00%	164	16.61%	183	18.94%	209	21.44%
Experts on Mission	5	24.79%	5	26.92%	5	31.96%	7	37.33%
Individual Police	26	48.77%	7	23.06%	1	4.32%	10	59.22%
Staff Officer	8	26.39%	8	27.86%	7	26.85%	11	33.42%
Troops	113	12.43%	144	15.83%	170	18.66%	182	19.99%
Grand Total	1491	8.01%	1594	8.63%	1897	9.87%	2005	10.92%

Annex 2: EIF Secondary Impact – Knowledge gained by the Fund contributes to the global conversation on increasing the representation of uniformed women in United Nations Peacekeeping Operations

UNITED NATIONS: OPEN DEBATES, EVENTS, REPORTS AND STATEMENTS – SIXTEEN (16)		
United Nations Reports – Two (2)		
6-17 March 2023	E/CN.6/2023/2 Commission on the Status of Women (CSW67) – Report on the Normative aspects of the work of the United Nations Entity for Gender Equality and the Empowerment of Women	“UN-Women supported the integration of the women and peace and security agenda as a cross-cutting theme in the seven priorities identified in the Secretary-General’s Action for Peacekeeping Plus implementation strategy, which is an extension of the Action for Peacekeeping initiative for 2021 to 2023. The Elsie Initiative Fund for Uniformed Women in Peace Operations , of which UN-Women serves as the secretariat, continued to support troop- and police-contributing countries in their efforts to increase the number of uniformed women deployed to United Nations peace operations.”
28 September 2023	S/2023/725 Report of the Secretary-General on Women and peace and security	“The proactive measures undertaken by peacekeeping missions and Member States in the context of the uniformed gender parity strategy, and efforts such as the Elsie Initiative Fund for Uniformed Women in Peace Operations , which has been renewed for the period from 2022 to 2027, are having an impact. To date, the Elsie Initiative Fund has supported 14 security institutions in conducting an evidence-based assessment of barriers that limit women’s deployment.”

United Nations Security Council (UNSC) – Three (3)		
7 September 2023	9413th Meeting: United Nations Security Council meeting on United Nations Peacekeeping	Statement by Ambassador James Kariuki: “We are also dedicated to advancing the participation of women in peacekeeping and peace processes, through our support for the Senior Women Talent Pipeline and the Elsie Initiative Fund , to which we have contributed \$9m to date. We look forward to discussing these issues further at the Peacekeeping Ministerial Conference in Ghana this December.”
25 October 2023	9452nd United Nations Security Council Meeting - Stronger Government Action, Financing Key to Better Protect Women during Armed Conflict, Involve Them in Peace Processes, Speakers Tell Security Council	Counsellor María Noel Beretta Tassano, Uruguay, noted the lack of progress in the implementation of resolution 1325 (2000) and urged Member States to reflect on how each country can play a significant role in countering the situation. She also noted that Uruguay’s Armed Forces, supported by the EIF , are working towards overcoming barriers pertinent to women being deployed to field operations.
14 November 2023	United Nations Security Council Meeting on Peacekeeping	Ms. Christine Fossen, Police Commissioner - United Nations Mission in South Sudan (UNMISS), emphasised the need for women in leadership positions and an adequate budget for the equipment needed for women to deploy on long-distance patrols or to remote locations for several weeks. She also highlighted the role that the EIF and UN Women can play.
	United Nations Security Council Meeting on Peacekeeping (UK statement)	Ambassador James Kariuki, United Kingdom (UK), highlighted their continued support to the Senior Women Talent Pipeline and the EIF , to which they have contributed more than US\$ 8.5 million since its inception.
United Nations General Assembly (UNGA) – One (1)		
31 October 2023	Seventy-eight session, 18th Meeting of the Fourth Committee. Fourth Committee Turns Attention to United Nations Peacekeeping Operations with Speakers Urging Better Protection for Blue Helmets	James Martin Larsen, Permanent Representative of Australia, recalling Security Council resolution 1325 (2000) on women, peace and security, noted: “This is not the time to lose momentum,” and mentioned the Elsie Initiative Fund , and how it supports troop- and police-contributing countries in identifying and overcoming barriers to the recruitment and deployment of women.

2023 United Nations Peacekeeping Ministerial – Three (3)		
25 June 2023	2023 United Nations Peacekeeping Ministerial Preparatory Conference, Dhaka, Bangladesh	Presentation by the EIF to the Conference: overview, results and impact of EIF-Funded Projects and the importance of the women peace and security (WPS) agenda and uniformed women’s full equal and meaningful participation in United Nations Peacekeeping Operations.
5-6 December 2023	2023 United Nations Peacekeeping Ministerial, Accra, Ghana	The following Member States pledged support to the EIF : Australia, Denmark, Germany, the Republic of Korea, UK.
6 December 2023	Statement by Members of the Elsie Initiative for Women in Peace Operations Contact Group	On the margins of the 2023 United Nations Peacekeeping Ministerial in Ghana, Members of Canada’s Elsie Initiative for Women in Peace Operations Contact Group released the following statement: “The United Nations Elsie Initiative Fund (EIF) has contributed positively to advance the participation of women in peace operations since its inception in 2019. The EIF has conducted two programming rounds, awarding US\$ 17 million to fund innovative and evidence-based projects. As of December 2022, the EIF has supported 20 projects across 21 security institutions in 14 countries and two United Nations peacekeeping missions.”
High Level Events – Four (4)		
30 March 2023	High-level launch - Elsie Initiative Fund 3rd - Programming Round	British Minister of State Lord Ahmad of Wimbledon: “It is wonderful to see how projects supported by the EIF are already tackling obstacles to participation. More investment will mean the Fund can scale up that impact and make gender parity a future reality.” Canada’s Ambassador for Women, Peace and Security Jacqueline O’Neill: “Canada is committed to continuing to support the EIF .”
11-12 September 2023	2nd LAC Conference on United Nations Peace Operations, Argentina	Presentation by the EIF : overview of EIF support to Troop and Police-Contributing Countries (T/PCC) in the region, key results and impact.

25 October 2023	DPO, DPPA, EIF and UN Women Campaign ‘Highlighting women’s full, equal and meaningful participation in peace and political processes’, United Nations, New York	The Department of Peace Operations (DPO), Department of Political and Peacebuilding Affairs (DPPA), the Elsie Initiative Fund and UN Women hosted a joint Inside Out Activation “Peace Begins with Her”, in front of the United Nations Headquarters, on 25 October 2023, the day of the annual UN Security Council Open Debate on Women, Peace and Security.
15 November 2023	United Nations Woman Police Officer of the Year Award Ceremony	Sarah Hendricks, Deputy Executive Director, UN Women: “UN Women is also deeply committed to advancing gender equality within police forces worldwide. In this context, we have a dedicated programming area directly connected to the police – the Elsie Initiative Fund . This initiative is aimed at supporting troop and police-contributing countries in deploying more women military and police officers in peace operations. Since its inception in 2019, the Elsie Initiative Fund has supported a total of 14 security institutions, with eight in the first programming round and five in the second.”
Statements and Briefings – Three (3)		
29 May 2023	UN Women Statement on the International Day of United Nations Peacekeepers – Inclusive peace begins with women	“Through initiatives such as the Elsie Initiative Fund for Uniformed Women in Peace Operations , UN Women continues to partner across the United Nations and Member States to foster inclusive environments that enable women’s equal participation in peacekeeping. To date, the Fund has invested US\$17 million across a range of actions that identify and resolve barriers to women’s participation in peacekeeping, from the construction of gender-sensitive accommodation and facilities, to the development of gender policies and awareness campaigns.”

19 June 2023	UN Women Executive Board Annual Session 2023	Statement by the Permanent Mission of the Republic of Korea to the United Nations: “The Republic of Korea has actively contributed to global efforts to implement the WPS agenda, including hosting the annual International Conference on Action with Women and Peace, and making contributions to the Elsie Initiative Fund .”
25 October 2023	Daily Press Briefing by the Office of the Spokesperson for the Secretary-General	At the Daily Press Briefing, the spokesperson for the Secretary-General highlighted the photo exhibit outside the Visitors’ entrance that featured portraits of women peacebuilders and peacekeepers. The exhibit was organised by the Department of Peace Operations, the Department of Political and Peacebuilding Affairs, UN-Women and the EIF .

MEMBER STATES’ POLICY DISCUSSIONS, EVENTS, AND STATEMENTS – TWELVE (12)

Member States’ policy discussions and statements – Two (2)

23 February 2023	UK women, peace and security National Action Plan 2023 to 2027 (NAP)	The UK NAP, under Strategic Objective One - Decision Making, includes a commitment to promote the meaningful participation of uniformed women in United Nations peace operations including support for the Elsie Initiative [Fund] .
15 December 2023	Group of Friends of Women, Peace and Security	The EIF was highlighted particularly as a key contributor in supporting barrier assessments, sharing lessons, and supporting T/PCCs in the mainstreaming of uniformed women in different levels of roles in United Nations Peacekeeping Operations.

Member States’ Events – Seven (7)

24 March 2023	MOWIP Report Launch - Côte d’Ivoire Police	Acknowledgement of EIF Donors and Secretariat support to the launch of the MOWIP barrier assessment of Côte d’Ivoire Police.
29 June 2023	MOWIP Report Launch - Uganda Police Force	Acknowledgement of EIF Donors and Secretariat support to the launch of the MOWIP barrier assessment of the Uganda Police Force.
27 July 2023	MOWIP Report Launch - Sierra Leone Police	Acknowledgement of EIF Donors and Secretariat support to the launch of the MOWIP barrier assessment of Sierra Leone Police.

11 October 2023	Launch - Sénégal National Gendarmerie Gender Policy	Acknowledgement of EIF Donors.
3 November 2023	Launch - Sénégal National Gendarmerie daycare facility	Acknowledgement of EIF Donors.
19 December 2023	Uruguay Armed Forces international conference: Peace Needs Women. Women’s experiences in operational roles in the Armed Forces and United Nations Peace missions	Acknowledgement of EIF Donors and Secretariat support to the project. Presentation by the EIF : overview, results and impact of EIF-Funded Projects and the importance of the WPS agenda and uniformed women’s full equal and meaningful participation in United Nations Peacekeeping Operations.
16 December 2023	Awareness-raising workshop on the localisation of Women, Peace, and Security in Cambodia	Acknowledgement of EIF Donors and Secretariat support to Cambodia’s MOWIP project.
EIF Support to Regional Organisations and Member States’ Events – Three (3)		
30 May 2023	Nordic Peacekeeping Workshop, Permanent Mission of Sweden to the United Nations	EIF presentation: overview of the Fund, EIF support to increasing women’s participation in United Nations Peacekeeping Operations, EIF key results and impact.
7 July 2023	ASEAN WPS Summit: Implementation of the Regional Action Plan on Women, Peace, and Security	EIF presentation: overview of the Fund, EIF support to increasing women’s participation in United Nations Peacekeeping Operations, EIF key results and impact.
October and November 2023	Organisation Internationale de la Francophonie (OIF) workshops on Women, Peace and Security	EIF presentation: overview of the Fund, EIF support to increasing women’s participation in United Nations Peacekeeping Operations, EIF key results and impact.

CIVIL SOCIETY AND ACADEMIC DIALOGUES – THREE (3)		
11 February 2023	<p>Independent Review of the United Nations System’s Capacity to Deliver on Gender Equality</p> <p>Dalberg Advisors, for the Executive Office of the Secretary General of the United Nations (EOSG)</p>	<p>“Funds that have demonstrated progress on gender equality with a systems transformation lens, including but not limited to the Peacebuilding Fund, the Trust Fund to End Violence Against Women, the Women Peace and Humanitarian Fund, the Elsie Initiative Fund and the Joint Sustainable Development Goal (SDG) Fund should expand promising practices building on lessons learned from existing evaluations.”</p>
6-8 June 2023	<p>DCAF (Geneva Centre for Security Sector Governance) Measuring Opportunities for Women in Peace Operations (MOWIP) Practitioners Lessons Learned Workshop, Turkey</p>	<p>The EIF participated in the workshop, designed to identify lessons, emerging and good practices from the conduct of the MOWIP.</p>
June 2023	<p>Overseas Development Institute (ODI) Framing Note: Trends in development finance for gender</p>	<p>Mentions the EIF as an example of a ‘multilateral gender-responsive fund,’ in discussing the role that multilateralism plays in gender-related financing.</p>



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