

Elsie Initiative Fund (EIF) Project Document (PRODOC) Revision Request

Complete this **EIF PRODOC Revision Request** where a **Budget** and/or **No-cost Extension Revision** is requested¹, attach the following annexes and submit the signed request to the EIF Secretariat:

- **Annex A** - Updated workplan
- **Annex B** - Updated Budget where required
- **Annex C** – Original PRODOC

Project Information:	
T/PCC and Security Institution Name:	
Project Title:	Uruguayan Armed Forces- Implementation of strategies and actions to overcome barriers to increasing the meaningful participation of women in PK
Project Description:	<p>This project focuses on 4 barriers identified in the DCAF MOWIP as high or medium priority to the UAF, deemed as a top-priority due to its expected Impact of generating a pool of women eligible for deployment.</p> <p>2. Deployment criteria intrinsically connected to barrier 1 “eligible pool”. The barrier examines whether there are enough women to deploy considering that deployments are voluntary, and if they can meet the requirements to the same extent as men. The MOWIP study showed there is confusion among personnel about the requirements to deploy and a mismatch between criteria and skills deemed necessary by the respondents to the survey. More importantly, women and men have different perceptions of the minimum requirements, noting a lack of information on deployment criteria and requirements. Women also consider they have fewer opportunities for deployment, whether because they are overrepresented in positions that do not get deployed or because they perceive they have less access to deployment.</p> <p>4. Household constraints that limit women’s ability to deploy. This barrier, identified as high priority for the UAF in the MOWIP study, explores the impact of having young children, elderly parents, or other family obligations on women’s ability to deploy, and if there is social pressure directed at these women. Uruguay has many family-friendly policies and positive social attitudes towards gender equality, but the Study showed that women experience guilt and stigma from their peers if they deploy when their children are young. Let it be noticed that addressing this barrier would also have significant benefits for the well-being of men.</p> <p>6. Perception of negative PKO experiences from others. This barrier assesses the impact of experiences (positive and negative) during deployment, on women’s decision to deploy or redeploy. The MOWIP study showed that a significant number of members had negative experiences during and upon return from peace operations. Homesickness was an especially prevalent theme, with about 47% of women feeling homesick during a peace operation, compared to 31% of</p>

¹ For Project Revision Requests, the Fund recipient is to submit a revised PRODOC and annexes

men. Women also felt that they were not adequately prepared in advance, and both women and men mentioned a lack of support when they returned from missions.

9. **Gender roles** including the underrepresentation of women in operational roles. This was identified in the MOWIP Study as a cross-cutting issue area, and it explores whether the prevalence of gender stereotypes and discriminatory attitudes influences the number of women deployed to meaningfully participate in peace operations. The MOWIP study showed that although there has been institutional improvement in terms of gender equality in the country and in the Military, and leaders and personnel speak explicitly in favour of gender equality, there are still stereotypical perceptions of gender roles. This affects the meaningful participation of women in peace operations, including in relation to the gender protection norm. Women are less likely to perform operational roles, both because those who lead want to protect them and because women do not want to serve in them. Women are also more likely to work in stereotypically feminine roles on missions. Uruguay has barely met the UGPS targets in MILOBS/Staff Officers (currently at 16%). This project aims to meet and sustain these targets, especially striving to exceed the current 6.55% of women in Contingents and to consolidate UN Military Experts on Mission deployment.

Proposed activities: 1-**Information campaign- Aiming to reduce the lack of information on deployment criteria and women's perception that they are not apt for deployments**, this activity addresses members of the UAF and aims at setting a clear basis on criteria and the skills needed to deploy. It involves a strong commitment of the UAF to manage criteria and required skills, expectations, and real opportunities to deploy.

2- **Communication campaign to recruit and retain personnel into the UAF**- Although there are annual recruitment campaigns in the UAF, they are not widely spread and do not directly address the recruitment of women. This activity aims by a widespread campaign that, with a gender perspective, shows the opportunities available for men and women in the UAF, including deployments in peace operations.

3- **Additional family support for women applying to deploy**, extended for fathers in mono-parental households- consisting of **school transport** for school age children (under 12 years old), and **scholarship support** for children.

Scholarships: 20% of children will receive this support (the remaining 80% will receive State scholarship support).

School transport: 40% of children will receive transport support (40% is estimated to be close to 100% of children requiring this support based on the Uruguayan Armed Forces Social Security and Care Services' database). This 40% will try to cover as many support requests as possible based on what is estimated to be received and covers mostly urban areas and surrounding areas. If applications are over the amount budgeted, selection criteria will be based on the needs of the applicants, after analysis with a social approach by the Uruguayan Armed Forces Social Security and Care Services' database). Although the activity is another affirmative measure to encourage women to deploy, for the sake of better social inclusion this benefit will also be available for men in mono-parental households.

4- **Mobile Information and Education Team (MIET)** - to inform and educate on operational roles, PKO skills and deployment scenarios- with an emphasis on women's participation. The MOWIP report shows that women are underrepresented in combat roles. Yet, there is more availability of women among administrative roles in the UAF. THE MIE Team aims to widen the pool of women ready to deploy, especially in combat roles, providing these group of women with thorough information on deployment opportunities, evaluate voluntariness and to primarily test readiness to deploy according to women's administrative role. Members of the UAF receive differential training according to their role. Only those in combat Units (mostly composed of men, women representing hardly a 10%) receive full military basic training.

	<p>The MIE Team will not supply this gap but will identify women volunteering to deploy and refer them to each Force, so they can receive proper military training for each role. They would also make the follow up of these women's path towards deployment.</p> <p>Chain of command will be involved to ensure high rank officers encouraging women to serve in combat corps and in PKO. MIET sessions' contents based on the assessment need elaborated from the results of the MOWIP report:</p> <ul style="list-style-type: none"> - General aspects of UNPKO - Deployment scenarios - Deployment criteria - Roles and tasks they might perform - Key elements for situation analysis <p>Sustainability:</p> <ul style="list-style-type: none"> - Policy directive to ensure equal training for personnel (women and men) entering the UAF, regardless of their role. Such training shall involve information on PKO criteria and opportunities. - If successful, the MIE Team practice will be incorporated into Uruguayan various training instances prior to deployment. <p>5- International conferences as informative events sharing Uruguay experiences in PKO, including women's contributions- This activity seeks to compensate for the effect of negative experiences deterring women (and men) from applying to deploy. A panel of women officers telling their peace operation story will be included.</p> <p>6- Systemic study on the role of women in the UAF. Since the MOWIP methodology applied to 8 different countries, there is a need to deepen the barriers identified and to specifically contextualize them to Uruguay. An opinion poll about Uruguayan society's perception on the role of UAF in Uruguay and in peace operations, with a gender perspective focused on the role of women.</p>		
Project Location:	Republic of Uruguay		
Original Start Date:	September 6 th 2022	Funds Transfer Date:	Insert date
Original End date:	September 30 th 2024	New End Date:	March 31st 2026
Original Project Cost US\$:	USD: \$1,105,678.13	Additional Funding Sought	US\$ N/A
		Amended Project Total Cost	US\$ N/A

Nature of the Amendment – check each box that applies	
<input checked="" type="checkbox"/> Budget Revision: (i) increase in budget; (ii) variation between budget categories; (iii) change to total budget or any outcome	
<input type="checkbox"/> No-cost Extension Revision	
T/PCC FUND RECIPIENT	PUNO FUND RECIPIENT
Where the fund recipient is a T/PCC, the following signatories are required:	Where the fund recipient is a PUNO, the following signatories are required:
Name of the Government Coordinating Entity (GCE)²:	Name of United Nations Entity³:

² To be signed by the same GCE that signed the MOA

³ To be signed by the PUNO Country Office Head / Representative

T/PCC FUND RECIPIENT Where the fund recipient is a T/PCC, the following signatories are required:	PUNO FUND RECIPIENT Where the fund recipient is a PUNO, the following signatories are required:
Name of the Government Coordinating Entity (GCE)²: Signatory Name: TBD due to Minister of National Defense replacement Position: TBD due to Minister of National Defense replacement Signature: Date: Telephone Number: Email:	Name of United Nations Entity³: Signatory Name: Magdalena Furtado Position: Country Program Coordinator UN Women Uruguay Signature: Date: Telephone Number: +598 2917 1748 Email: Magdalena.furtado@unwomen.org
Name of the National Entity (NE)⁴: Signatory Name: Minister of National Defense Mr. Armando Castaingdebat Position: Minister Signature: Date: Telephone Number: Email:	UN Women Atlas Project No: 00133395 MPTFO Project No (from MPTFO page): 00133395

Justification: Please provide a <u>detailed justification to support your project revision request.</u>		
Type of change	Justification	Effect on project length
Activity 7. Coordination unit. Project extension date	Uruguayan contingents' deployment schedule and Project time frame. It goes from early October to late November, so the key for the implementation of activities 3 and 8 is to reach UAF personnel by the end of the deployment selection process, thus the beneficiaries will be nominated by September to deploy in October/November of the same year The project was originally designed to start on the first Q 2022, covering 2022 and 2023 deployments. However, it eventually started on October 6th, 2022, making it impossible to apply activity 3 to personnel	Initial Project end date: 30 September 2024. End of programmatic activities: 31 st December 2025.

² To be signed by the same GCE that signed the MOA

³ To be signed by the PUNO Country Office Head / Representative

⁴ CHoD / MOD; or Police Commissioner / MOI

Effect on budget and budget variation	<p>Initial: USD 233,800.95</p> <p>Updated: USD 343,233.12*</p> <p>Variation: USD 109,432.16</p> <p>*Corresponds to maintaining the core coordination unit during the 3 months project's phase-out. The communication specialist will be operative until Dec 2025.</p>	
Type of change	Justification	Effect on project length
<p>Activities 1 and 2, communication and information campaign.</p> <p>Incorporation of new sub-activities: audiovisual production, communication advisory and project's knowledge products.</p> <p>Effect on budget and budget variation</p>	<p>Audiovisual services and communication advisory were hired to enforce communication campaigns within the armed forces and in Uruguayan society.</p> <p>Project outcomes pursued: provide visibility to women's role in the UAF and in UNPKO. To inform the UAF about opportunities in the UAF and in UNPKO and to promote equal family responsibilities.</p> <p>Furthermore, the opportunity to generate knowledge products to increase knowledge on barriers and possible ways to mitigate them was identified during project implementation phase, so activities' report and a projects' results report will be drafted and adapted to be released. They may then constitute new resources for the EIF and other TCC/PCCs interested in applying to project modality.</p> <p>Initial budget: USD 204,593.26</p> <p>Updated value: USD 183,216.00*</p> <p>Surplus to cover other activities: USD 21,377.26</p> <p>*Corresponds to the reduction from USD 204,593.26 to USD 52,216.00 for the hired communication company line. The current contract with this company is for USD 52,216.00. Additionally, a line for audiovisual products and communication advisory services not covered by the current communication company was included for USD 118,000.00. Finally, a new line for Knowledge products was also included for USD 13,000.00. Since communication agency contact resulted in a lower price than planned, those additional services and actions were included to achieve the project outcomes.</p>	<p>According to the current Uruguayan contingents' deployment schedule, the next rotation period starts in October/November 2024 to UNDOF (Golan Heights) and goes up to October/November 2025. Meanwhile, UAF unit to MONUSCO (Congo) would deploy in January 2025.</p>
Type of change	Justification	Effect on project length
<p>Activity3 – Additional family support.</p>	<p>The Spanish wording "menores de 12 años de edad" has led to ambiguity since it can be read both as "children under 12 years of age" and as "children up to and including 12 years of age". A change in wording has been introduced to eliminate said ambiguity.</p>	<p>Requires Project to be extended until 31st December 2025 (end of</p>

<p>Amendment of project activity:</p> <p>Two new sub-activities are incorporated under activity 3, family support.</p>	<p>New wording: Additional family support for women applying to deploy, extended for fathers in single parent households- consisting of school scholarship support, after school activities (languages, sports and arts) and, school transport for their children up to and including 12 years of age.</p> <p>1. Peacekeeper Family Day This sub-activity has been created as part of activity 3, family support for women who deploy to peace operations. It consists of a family day undertaken at a military base open space, where peacekeepers and their families share recreational and awareness activities that are directly related to the heavier burden linked to childcare of mothers wishing to deploy and of single fathers in charge of the household (as identified in the MOWIP). Addressing these subjects through the proposed activity would impact women's willingness to deploy.</p> <p>Target audience: UAF personnel. Civilians: UAF personnel families and acquaintances.</p> <p>Outcomes expected from the activity, justifying it as pertaining to activity 3, family support:</p> <p>It helps to mitigate barrier 2 lack of information and barrier 4, household constraints in the following ways:</p> <ul style="list-style-type: none"> • It is a new opportunity for the UAF to engage in the Elsie project, by designing and mounting scenarios, stands (including recruiting information stand) and activities jointly with the UAF EIF team. • It creates an opportunity to openly recognize the support to peace operations made by Uruguayan contingents deployed during the previous year. (Welcome troops event) • It is also an opportunity to showcase the UAF as a recruiting type activity, considering further eligible pool of women to deploy. • It provides visibility and value to the role of UAF in UN peace operations, providing them the possibility to show what they do abroad. • It especially provides visibility and value to the role of women in the UAF and in UN peace operations. • A space for women sharing experiences is expected at the event. • Shared responsibility awareness activities will be part of recreational activities for peacekeepers and their families. <p>Sustainability: It is worth mentioning that it would be the first time an activity of this nature would take place. With the support generated from the project activity implementation, the UAF could procure sustainability of the peacekeeper family day as an event to be held every year, with the purposes of annually recognizing Uruguayan contingents' performance in peace operations and providing visibility to the role of peacekeepers, especially women. Proposal document sent by the project PM to the MoD is attached.</p>	<p>rotation period and of school year in Uruguay).</p>
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Effect on budget and budget variation	<p>2. Child/family-friendly booklets telling PK stories will be distributed during the PKER family Day and other events, to be disseminated to the public at national and international level, Spanish and English versions.</p> <p>Outcomes expected: PKER's families are engaged and the role of women in peace operations, women and men peacekeepers around society, is provided with visibility.</p> <p>Proposal. A call for stories proposal has been launched last June 12th, 2024, so that members of the UAF submit their peace operations' experience stories to be selected for a booklet. A panel integrated by UN Women, MoD-ENOPU and the UAF Elsie Project PM will be responsible for selecting the stories, ensuring women's stories are included</p> <p>Proposal document for the call drafted by the project PM to the MoD is attached.</p> <p>Initial budget: USD 347,514.39 Updated: USD 110,487.26* Surplus to cover other activities: USD 237,027.14</p> <p>*Corresponds to a reduction resulting from family Care Support transfers, since the number of beneficiaries resulted in lower than planned. The Peacekeeper Family Day was planned as an additional activity, budgeted in USD 22,532.21, including costs of family booklets. Details available in excel budget template. Remaining funds of original budget were reallocated to Activities 8 and 4 and to cover the NCE.</p>	
Type of change	Justification	Effect on project length
Additional project activity: activity 8. Six months rotation period	<p>- On September 2023, Uruguay Elsie Project was notified of the DPO/OMA/2023/02990 Note informing the Uruguayan government, that they had been approved to implement the previously proposed 6-month deployment period as a pilot experience for deploying women with children under the age of 12 and men -if they constitute single parent homes.</p> <p>- The Project team was directed to incorporate this activity as Activity 8 of the Project.</p> <p>- DPO/OMA/2023/02990 notes the requirement for a comprehensive evaluation and review of the 6-month project, including by Uruguay, UN Headquarters (DPO and DOS) and the field mission so that, if successful it may be progressively introduced in other TCCs. It also specifies that the 6-month deployment experience should be implemented in the following rotation.</p> <p>DPO-2023-02990-NV to PM Uruguay.pdf</p> <p>MoD roles and responsibilities according to NV DPO/OMA/2023/02990:</p> <ol style="list-style-type: none"> 1. The 2 groups of women will receive pre-deployment training at the same time. 2. Give notice to the DPO of intention to rotate for 6 months. 	<p>N/A for being a new activity incorporated as per Uruguay MoD request and DPO Note</p>

<p>Effect on budget and budget variation</p>	<p>3. Carry out an activity evaluation. As reported by the MoD, it will include a field evaluation by the Contingent Commanders.</p> <p>Elsie Project team roles and responsibilities in implementing and monitoring the activity:</p> <p>Planning and acquiring flight tickets to make 6 months rotation available to Golan Heights (UNDOF) and Congo (MONUSCO).</p> <p>M&E evaluation. As with all project activities, the 6- months rotation period will be subject to UAF Elsie team M&E. It includes a qualitative report on perception survey responses and Contingent Commander report capturing how the 6-month deployment contributed to women’s meaningful participation and the effects of shorter deployment (positive and negative). Contingent Commander’s evaluation submitted by the MoD will also feed into the evaluation conducted by the Project M&E specialist.</p> <p>The opportunity to generate knowledge products to increase knowledge on barriers and possible ways to mitigate them was identified during project implementation phase. Activities’ report and projects’ results report will be drafted and adapted to be released. They may then constitute new resources for the EIF and other TCC/PCCs interested in applying to project modality.</p> <p>Initial budget: 0000 Additional budget to cover the activity: 126,440.03</p> <p>Extracted from surplus of activity 3, the budget corresponds to the purchase of 60 flight tickets for the 6-month deployment rotation, covering 30 women returning from mission area after a 6 months-tour and 30 women deploying to mission area in place of the returning ones.</p>	
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<p>Annex A: Updated Workplan - complete for both a Budget and No-cost Extension revision request - include a copy of your updated workplan showing the new end date</p>			
<p>Uruguayan Armed Forces Elsie Project- Updated workplan and timeline</p>			
<p>1. Description</p>	<p>This workplan is drafted for proper planning and systematization of project's expected results, goals, and activities to be implemented. Results-based management planning is applied as it was in the 2023 workplan approved by the project Steering Committee. Continuous M&E and gathering of evidence from activities implementation has led to easily adapting to a variety of circumstances.</p>	<p>2. Timeline</p>	<p>According to the project extension request being processed, its application is expected for 2024 and 2025. Programmatic activities are estimated to be finalized on December 31/Dec./2025, while operational closure is set on 31/March/2026.</p>

3. Project vision	Lead by the MoD in constant interaction with the Uruguayan Armed Forces, the role of UN Women as a strategic partner and funds administrator and AUCI in its role as a strategic partner overseeing international projects implemented in Uruguay, this project seeks to increase the voluntary participation of women in UN peace operations in quantitative and substantive, as well to achieve greater availability of UAF women apt for deployment, particularly in operational roles. In line with the role of Uruguay as a troop contributing country to UN peace operations, the project goals support Uruguay's commitment to "Women, Peace and Security" Agenda. Additionally, it aims to generate greater knowledge about barriers preventing women from deploying and to improve deployment conditions of military personnel.		
4. Project expected outcomes	<p>Primary: Increased meaningful participation of UAF women in UN peace operations. For the purposes of the Uruguayan project, the scope of "meaningful participation" is mainly oriented towards the contribution of female personnel to military units deployed in UN peace operations.</p> <p>Secondary: 3.1 Increased number of UAF women apt for deployment, which will naturally enhance overall participation of UAF personnel. 3.2 Expanded country-specific knowledge on barriers for the participation of women in UN peace operations. An underlying objective is to expand in depth the existing knowledge about obstacles and strengths, fitting them to a national and organizational UAF context. 3.3. Improvement in working conditions of UAF women in UN peace operations, which will also reach UAF men deployed.</p>		
5. Good practices and challenges from 2023 implementation	<p>Best practices. 4.1 All activities planned for 2023 have made good progress. Results-oriented planning coupled with the constant generation of evidence resulting from project monitoring and a strong Elsie project team coordination has allowed to adapt to diverse courses of events. 4.2 A flexible timeline, with an estimated date of completion, has made it possible to maintain a sequence of events. 4.3 Communication actions, when achieved, have proven to be highly effective for project visibility. This is measured by monitoring the available communication channels.</p> <p>Challenges. 4.4 Greater fluidity in communications between implementation agents is needed to enhance effectiveness in the execution of activities. 4.5 Efforts continue to establish direct contact and feedback with the UAF, who are the end-recipients of the Project. 4.6 Communication actions for activities' visibility require great coordination efforts, since communication channels available are those from the MoD and the strategic partners, UN Women and AUCI.</p>		
6. Implementation strategy	Considering 2023 planning, adjustments to the implementation have been made for 2024 planning of the activities.		
	Accountable for project implementation	Role	Nexus
	Ministry of National Defense	Head of the project, ensures the development of the necessary processes for the execution of the activities.	Project steering committee's member.
	UN Women	Strategic partner and fund recipients. As such, it carries out management supervision.	Project steering committee's member.
	Uruguayan Agency for International Cooperation (AUCI)	Strategic partner that facilitates coordination and exchange of information, in line with its legal mandate in the supervision of international projects executed in Uruguay.	Project steering committee's member.
	Implementation agents	Role	Nexus

	Project Steering Committee	Providing policy guidance in line with national policies and strategical orientation for the best implementation of the planned activities.	Led by the MDN as the project head, it supervises project' s implementation at a strategical level.	
	MoD Coordination Unit	<ul style="list-style-type: none"> - Verifying the execution of planned activities in coordination with the Elsie project implementation team. - Drafting proposals and adjustments needed for better implementation of the planned activities. -Coordinating with the Armed Forces regarding project implementation. - Executing necessary steps to achieve visibility of project activities. 	<ul style="list-style-type: none"> - Interaction and cooperation with the ELSIE Team for the execution of activities in a coordinated and organized manner. - Facilitator of connections between the UAF and the Elsie project team for project implementation and visibility of its activities. 	
	UAF Elsie project implementation team (Elsie project team): -Coordinator -Coordination Assistant -M&E Specialist -Communication Specialist	<ul style="list-style-type: none"> -Providing planning and resources necessary for the implementation of the activities. -Ensuring proper administration of resources and budget in compliance with Elsie Fund and UN Women regulations. -Keeping records of processes and activities carried out. -Conducting monitoring and evaluation of project's activities. -Carrying out a communication strategy that accompanies the project, in coordination with the MoD and the UAF communication focal points. 	<ul style="list-style-type: none"> - Constantly interacts with the MDN coordination unit for the execution of activities in an organized and efficient manner. - Maintains contact with the ELSIE fund for technical implementation issues. 	
7. Implementation of Elsie project team, activity 7	Expected Result	Budget	Actors involved	Timeline
	<ul style="list-style-type: none"> -Elsie project implementation team conformed of a project coordinator, project assistant, M&E specialist and communication specialist (Elsie Team), external to the MoD is consolidated. - The project term is extended for better use of resources, more effective activities' 	Initial: USD 233,800.95 Updated: USD 343,233.12 Variation: USD 109,432.16	-MoD -UN Women - AUCI -Elsie Project team	-Completed on 07/1/2024, after the incorporation of the communication specialist. -1/Feb./2024 to 31/Aug./2024

	result and for the incorporation of new activity, 6 months rotation period. - Implementation and reporting are fully completed. Project phase out.			-Dec.2023 to 31/March/2024
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8. Barrier 2: Deployment criteria. MEDIUM IMPACT

It examines whether women and men equally meet the requirements and criteria to deploy to UN peace operations.

Activity 1 and 2- Information and communication campaigns	Expected Result	Budget	Actors involved	Timeline
Information campaigns. Communication campaigns	-The lack of information on deployment criteria and women's perception that they are not suitable for deployment, is reduced. -The opportunities offered by the Armed Forces for men and women, including deployments in peace operations, are disseminated and made known in society. -Personnel are recruited into the UAF, with an impact on eligible pool.	Initial: USD 204,593.26 Updated: USD 183,216 Variation: USD 21,377.26	- MoD and UAF comm. focal points - Elsie project team	31/May/2023 - 31/Oct./2025

9. Barrier 4: Considerations to the domestic nucleus that limit women's ability to deploy. HIGH IMPACT

It explores the impact that caring for children or other people in need of care in the family can have on women's ability to deploy. A new activity is added in 2024 planning, activity 8, deployment for 6 months instead of 12, applicable to those who are part of armed forces units in peace operations. A new sub-activity is also added to activity 3, family support, the Peacekeepers Family Day, to share with family and friends and praise the work of peacekeepers, especially women in peace operations.

ACTIVITY 3- Additional family support for women deploying to peace operations	Expected Result	Budget	Actors involved	Timeline
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Financial support for women who are deployed and have children up to 12 years of age, extended to men if they constitute single-parent households.	The benefit for women (and men who qualify) consisting of school transportation for school-age children (up to 12 years old) and/or curricular activities or extracurricular: languages, sports, arts, results in an increase in the voluntariness of deployment.	Initial: USD 347,514.39 Updated: USD 110,487.26 Variation: USD 237,027.14	-MDN Team -DGSSFFAA -Focal point of the Army and the FAU - Team Elsie	Jan. 2024 - 31/Dec./2025
Sub-activity for mitigation	Expected results	Actors involved		Timeline
Pre-deployment briefing/briefing to the armed forces on this pilot initiative that gives preference to women due to their lower participation rates compared to men.	The risk that men with children under the age of 12 will feel aggrieved that they cannot benefit from these initiatives is mitigated.	MoD - ENOPU Elsie Team		During 2024/2025 pre-deployment training (contingent courses at ENOPU)
New sub-activity incorporated: Peacekeeper Family Day	Expected results	Actors involved		Timeline
An outdoor activity that brings together peacekeepers and their families, aimed at carrying out activities that give visibility to the role of the Armed Forces in peace operations, particularly the contribution of women. It also includes the exhibition of scenarios, equipment and material related to the deployment. Production of a booklet for the family on the experiences of women and men in UN peace operations, in accordance with the communication strategy of the Alva agency and the call by the project coordinator.	-The role played by women in peace operations is given visibility. -Visibility is given to the opportunities for personal and professional growth offered by the Armed Forces for men and women. -The activity carried out by the Armed Forces in peacekeeping missions is valued by the participants of the activity and disseminated through the communication channels of the MDN, FFAA, UN Women and AUCI. -Visibility and dissemination are given to the experiences of women in peace operations, through the publication of stories in which it is told through a fact, a thought, a motivation or an experience in the mission, which has resulted in learning, personal or professional growth or that can contribute to the growth or learning of other people.	MoD UAF Elsie Team		Aug. 2024 - 30/Sept./2025
New activity incorporated, activity 8: Rotation period for 6 months	Expected Result	Budget	Actors involved	Timeline
Opportunity for deployment for a period of 6 months instead of the standard of 12, intended for women	-Increase in the number of women who are deployed in military contingents.	USD 126,440.03 extracted from the	-MoD -UAF Elsie team	Aug.2024 – 31/Dec.2025

in the Armed Forces, extended to men, but in this case only if they constitute single-parent households, with children up to 12 years of age.	-Increase in the number of women who are deployed in operational roles.	surplus of activity 3, family support.		
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10. Barrier 6: Negative perceptions of others' experiences. HIGH IMPACT

It explores the impact (positive or negative) of other people's experiences while serving in peace operations, on women's decision to deploy.

Activity 5- International conferences	Expected Result	Budget	Actors involved	Timeline
Informational events that share Uruguay's experiences in PKO, including the contribution of women. -Experiences of women in operational roles in the Armed Forces of Uruguay that have not been deployed in MOP. -Experiences of women in operational roles in MOP	The effect of negative experiences that deter women (and men) from requesting deployment is mitigated and constructive experiences of participating in peace operations are disseminated.	USD 25,426.41	-MoD -Elsie Team	March2024 to Sept. 2025

11. Barrier 9: Gender roles in society. HIGH IMPACT

This barrier is not exclusive to the UAF but transversal to them. The MOWIP Study showed that women in the Armed Forces are overrepresented in administrative roles and underrepresented in the so-called "operational roles", which has an impact on the eligible pool to deploy.

Activity 4- Mobile Information and Education Teams (MIET)	Expected Result	Budget	Actors involved	Timeline
MIETs are conformed to deliver informative sessions for the UAF personnel, providing information on different aspects of deploying to peace operations. 60% of participants shall be UAF female personnel.	-UAF personnel, a greater proportion of whom are women, are informed about deployment opportunities, scenarios, required and skills and roles to play. -Information is obtained about existing training in relation to required skills to deploy. -Considering that women are underrepresented in operational roles, MIET sessions will allow to identify possible training gaps. -Information is obtained about UAF personnel interest in deploying to peace operations.	Initial: USD145,787.18 Updated: USD168,319.39 Variation: USD 22,532.21	-MoD – ENOPU -Elsie team	January 2024 to 30/April/2025

Activity 6- Systemic study	Expected Result	Budget	Actors involved	Timeline
<ul style="list-style-type: none"> - A systemic study to deep into barriers for the increasing of UAF women's participation in peace operations. - Collateral activity: public opinion survey. 	<p>Existing limitations for the participation of UAF women in peace operations, particularly in operational roles, will be contextualized to Uruguay and its UAF and will be examined in depth.</p> <ul style="list-style-type: none"> - Information will be produced about Uruguayan society's perceptions and knowledge about the UAF, its main tasks and roles in national territory and in peace operations, additionally focusing on the participation of women. 	USD 76,221.85	<ul style="list-style-type: none"> - Polling company - Social Research Company 	January 2024 to 31/Dec./2024

12. Project logical framework, monitoring and evaluation and risk management

Description	According to the EIF Terms of Reference for Individual Projects, "all recipient organizations and implementing partners must have robust internal monitoring and reporting procedures in place". To comply with this requirement, the Uruguayan Elsie Project is to be monitored and implemented by a Results and Evidence-Based-Management approach focusing on achieving measurable development outcomes and impacts. To do so, information and data-sharing is required to feed the information system based on the set indicators. For these purposes, the Elsie Project team should be provided direct access to the UAF focal points and the HR department, if applicable.
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ULTIMATE PROJECT IMPACT: More uniformed women from Uruguay in UN PKOs

EIF Primary Outcome: Increased pool of uniformed women eligible to deploy as UN peacekeepers			
Description	Indicator	Baseline Data	Target
Increased number of uniformed women deployed in PKO	Increased percentage (%) of deployed uniformed women peacekeepers in United Nations peace operations (disaggregated by deployment type)	2022 21% Military Observers and Staff 5.6% Contingents	By 2023 20% Military Observers and Staff 10% Contingents
			By 2024 21% Military Observers and Staff 11% Contingents
			By 2025 22% Military Observers and Staff 12% Contingents
Increased women's deployment rate to UN PKOs	Increased annual rate of change in the percentage (%) of deployed uniformed women in United Nations peace operations	2022 6.19% total uniformed women deployed	1% yearly increase

Increased number of uniformed women in the UAF	Increased number (#) and percentage (%) of women in combat roles in the UAF (disaggregated by Force and rank)	2161 women 12.55% (2021)	1% yearly increase
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Barrier 2 (Medium): Women lack information on deployment criteria and opportunities

PROJECT ACTIVITY 1: INTERNAL INFORMATION CAMPAIGNS				
Description		Indicators	Baseline	Target
Outcomes (Effects)	Increased number of women in the UAF informed about women's contribution to PKOs and to promote women's participation in PKO	Number (#) of uniformed women that have been sensitized through EIF-supported projects	0	900 at MIET 70 at international conferences 25 at awareness-raising sessions
Outputs	Use of existing social media platforms to spread messages about women's contribution to PKOs and to promote women's participation in PKO	Number (#) of likes, shares and comments	0	N/A
		Number (#) posts through social media accounts and official websites with information on women's contribution to PKOs and deployment opportunities and requirements (disaggregated by MoD, and UAF (Army, Navy, Air Force)).	0	75 posts (1 post per week) for all project lifetime
	Dissemination products distributed in all military units to promote women's participation in PKO, deployment requirements, combat functions and opportunities to all personnel.	Number (#) people accessing the materials through official communications provided by the MoD.	0	80% of all personnel
		Number (#) of information products (disaggregated by type)	0	8 videos 2 banners roll up 600 binders 1000 brochures
	Live Awareness-raising sessions within the UAF are delivered to high-ranking officers	Number (#) and percentage (%) of high rank officers (men and women) who attend awareness-raising activities for recruitment, promotion, or deployment to UN peace operations.	0	50 (10 per session)
Activities	Internal information and publicity campaigns for women already in the UAF about combat corps in the UAF and promoting women's participation in PKO.	Number (#) of internal information campaigns for women in the UAF about PKO deployment opportunities.	0	2 (1 per year)

	Conduct awareness raising within the UAF to target high rank officers to encourage women to serve in combat corps and in PKO.	Number (#) of awareness-raising activities within the UAF to target high rank officers (men and women) to encourage women to serve in combat corps and PKO.	0	5 sessions during project life cycle
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PROJECT ACTIVITY 2: EXTERNAL COMMUNICATIONS CAMPAIGNS				
Description		Indicators	Baseline	Target
Outcomes (Effects)	Increased number of new female recruits into the UAF with information on deployment criteria, opportunities and requirements.	Number (#) and percentage (%) of women recruited into national armed forces and change in percentage (%) of women in national armed forces, compared to the year before and at the end of the project.	2022: 256 Navy 217 Army 108 Air Force	1% yearly increase
Outputs	Presentation on national TV and radio messages with info about entry into the UAF, PK opportunities, and importance of women in PKO.	Number (#) of times the information was broadcast on TV and radio.	0	N/A
	Use of existing social media platforms to spread messages about women's contribution to PKOs and to promote women's participation in PKO.	Number (#) of posts through social media accounts and official websites with information on women's contribution to PKOs and deployment opportunities and requirements (disaggregated by AUCI, UN Women LAC and MoD).	0	N/A
		Number (#) of information products (disaggregated by type)	0	1 explanatory video
Activities	External information and communications campaigns aimed at attracting new female recruits into combat corps in the UAF	Number (#) of external recruitment campaigns that include messaging for women in combat corps.	0	2 (1 per year)

Barrier 4 (High): Household constraints that hinder deployment opportunities for women

PROJECT ACTIVITY 3: FAMILY SUPPORT BENEFITS				
Description		Indicators	Baseline	Target
Outcomes (Effects)	Decreased heavier burden linked to childcare of mothers wishing to deploy and of single fathers in charge of the household.	Percentage (%) of women and single fathers deployed with school-aged children and change in percentage (%) compared to the year before and at	8 women (12%) (Army 3 Contingent Air Force 4 Contingent Navy 1 Staff)	100% of women and single fathers deployed wishing to make use of these benefits have access to them.

		the end of the project (disaggregated by Force and type of deployment).	No record for single fathers	
		Number (#) and percentage (%) of UAF personnel stating that support on education, transport and extra-curricular activities facilitated their deployment.	0	60%
		Percentage (%) of women and single fathers who deploy with children under 12, apply for and receive family benefits.	0	80% of all women and single fathers with children under the age of 12 who deploy.
Outputs	Use of the benefits to mothers and single fathers deployed of school-aged children.	Number (#) of UAF personnel deployed (women and single fathers) who <u>receive</u> the benefit (disaggregated by type of benefit, Rank / Corps / Specialty / Position deployed into).	0	Year 1 (2023/2024): Maximum 50 beneficiaries Year 2 (2024/2025): 20 beneficiaries (based on Year 1 implementation experience).
		Number (#) of UAF personnel deployed (women and single fathers) who <u>apply</u> for the benefit (disaggregated by type of benefit, Rank / Corps / Specialty / Position deployed into).	0	Year 1 (2023/2024): Maximum 50 beneficiaries Year 2 (2024/2025): 20 beneficiaries (based on Year 1 implementation experience).
Activities	Offer spots for children with deployed mothers and single parents at full-time educational establishments, transportation to school in the mornings and to their homes in the afternoon and extra-curricular activities.	Number (#) of messages disseminating information on the benefits to UAF personnel.	0	1 social media post per week and 1 official communication per month as of July 2024
		Number (#) of times the information on family-support benefits is presented at high-level events	0	6 in total: Q4 2023 (1 st international conference) and at the awareness-raising sessions to high-ranking officers
PROJECT ACTIVITY 3: PEACEKEEPER FAMILY DAY				
Barrier 4 (High): Household constraints that hinder deployment opportunities for women				
Barrier 6 (High): Negative peacekeeping experiences deter women (and men) from volunteering to deploy				
Description		Indicators	Baseline	Target
Outcomes (Effects)	Increased understanding of peacekeepers’ family members and friends of UNPKOs and, in particular, of women’s contributions to PK and their perception regarding their	Number and % of engagement of participants in awareness-raising activities.	0	100 participants 50%

	participation. This addresses the heavier burden linked to childcare of mothers and single fathers, therefore impacting on the willingness of mothers and single fathers to deploy with children up to the age of 12.			
	Increased visibility of Uruguayan peacekeepers and women in the UAF and their valuable contribution to UNPKOs.	Number of news items containing coverage of the event (disaggregated by type of product)	0	5 news items
Outputs	Increased awareness of PK scenarios and women's contributions to UNPK.	Number of attendees (disaggregated by military and civilians, children and adults, boys and girls)	0	400 participants
		Number of activities involving family members and friends of military personnel	0	1 Open comments book 1 Ratings button 1 chart to place stickers 1 Quiz with pre-post perception and knowledge on PKOs and women's contributions 1 case study of a deployed mother telling her story and the changes in her life 1 station for children's drawings and representations.
Activities	Offer opportunities to gather family and friends of peacekeepers to display PK scenarios, discuss the contribution of women and engage their relatives and immediate circle.	Number of Peacekeeper Family Day	0	2 (1 in 2024 and 1 in 2025)

Barrier 4 (High): Household constraints that hinder deployment opportunities for women

PROJECT ACTIVITY 8: SIX-MONTH DEPLOYMENTS IN CONTINGENTS			
Description	Indicators	Baseline	Target

Outcomes (Effects)	Reduce the effects that long deployment periods have on a women's relationships with partners and children. According to the MOWIP report, there is a stigma for mothers who deploy when their children are young. Women who responded to the survey believed that the ideal peace operation deployment should last eight months, compared to men who believed that the ideal deployment should last ten months. The recently conducted public opinion survey (part of the Systemic Study) showed that 93% of the population agrees with the participation of women in peace operations but the level of approval with the participation of Armed Forces personnel in peace operations decreases when "with children" is included in the variable and decreases even more when "women with children" is included.	Percentage (%) of women and single fathers deployed with children under the age of 12 who deploy for 6 months compared to those who deploy for a full year (disaggregated by Force and type of deployment).	0	80%
		Number (#) and percentage (%) of UAF personnel stating that deploying for 6 months facilitated their deployment.	0	70%
		Number of qualitative reports on perception survey responses and Contingent Commander report capturing how the 6-month deployment contributed to women's meaningful participation and the effects of shorter deployment (positive and negative).	0	1 report
Outputs	Provide women and single fathers the opportunity to deploy for 6 months as a pilot activity to measure the effect it has on women's deployment rates.	Number (#) of UAF personnel (women and single fathers) deployed for 6 months	0	50% of potential candidates wishing to deploy for 6 months, deploy for 6 months.
		Number of one-way tickets (inbound or outbound) of those deploying for 6 months.	0	Maximum 60 inbound or outbound tickets.
		Number (#) of UAF personnel to be deployed (women and single fathers) who request to deploy for 6 months	0	Maximum 30 applicants
Activities	Offer to deploy for six months for mothers and single parents who have children under the age of 12.	Number (#) of institutional emails disseminating information on the possibility to deploy for six months.	0	30 (1 email per month as of Q1 2024)
		Number (#) of posts through MoD and UAF (Army, Navy, Air Force) social media accounts.	0	2 Instagram posts and 1 WhatsApp message per week
		Number (#) of times the information on the 6-month deployment opportunity is presented at high-level events	0	6 in total: Q4 2024 (2nd international conference) and at the awareness-raising sessions to high-ranking officers

Barrier 9 (High): Gender roles: overrepresentation of women in administrative and logistical roles and underrepresented in combat roles

PROJECT ACTIVITY 4: MOBILE INFORMATION AND EDUCATION TEAMS				
Description		Indicators	Baseline	Target
Outcomes (Effects)	Increased percentage of women expressing an interest in deploying and actually deploy	Percentage (%) of uniformed women who participated in the informative session and volunteer for deployment and actually deploy (disaggregated by roles).	0	30 % women volunteers 10% women deployed
	Increased knowledge on combat training gaps for further remittance to proper training entities.	Percentage (%) of women who attend the MIET sessions who require combat training (disaggregated by volunteers and non-volunteers for deployment)	0	N/A Up to 60 % of women who attend the MIET sessions lack combat training
	Increased knowledge on UNPKO, development scenarios, deployment criteria, roles and tasks, and key elements for situation analysis	Number (#) and percentage (%) of participants who perceive that they enhanced their knowledge on UNPKO, development scenarios, deployment criteria, roles and tasks they might perform, and key elements for situation analysis after the informative sessions	0	1200 participants 80%
Outputs	Informative sessions are delivered	Number (#) of participants who attend the informative sessions (disaggregated by gender and rank)	0	1500 participants (60% women and 40% men)
	Information is disseminated on the informative sessions	Number (#) of messages disseminating information on the informative sessions	0	5
	Instructors are trained to deliver the sessions	Number (#) of participants to the Training of Trainers (disaggregated by gender and rank).	0	6 women 6 men
		Number (#) of new instructors in these mobile teams (disaggregated by gender and rank)	0	12 in total 4 women 4 men 2 women substitutes 2 men substitutes
Activities	1. Identify training and information gaps from the MOWIP report and hold a Training of Trainers	Number (#) of training of trainers held (disaggregated by type and location)	0	1
	3. Create mobile information and education teams.	Number (#) of mobile information and education teams	0	2
	4. Deliver informative sessions to UAF personnel on the	Number (#) of informative sessions delivered (disaggregated by location)	0	28 in-person training sessions (14 in 2023 and 14 in 2024)

	following topics: general aspects of UNPKO, development scenarios, deployment criteria, roles and tasks they might perform, and key elements for situation analysis.			
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Barrier 6 (High): Negative peacekeeping experiences deter women (and men) from volunteering to deploy

PROJECT ACTIVITY 5: SHARING POSITIVE PKO EXPERIENCES				
Description		Indicators	Baseline	Target
Outcomes (Effects)	Increased deployment rate after the informative sessions and conferences	Percentage (%) of women who attended the international conferences, volunteer for deployment, are nominated and actually deploy.	0	10%
Outputs	Increased positive perception of PKOs	Percentage (%) of women who stated that their perception of peacekeeping experience changed after the conferences.	0	30%
	Conference products are developed and published	Number (#) of knowledge products developed, published and disseminated.	0	1 conference report by December 2023 and 1 conference report by December 2024
		Number (#) of times the conference products are disseminated (disaggregated by type of products and type of platforms)	0	4 website publications (MoD, UN Women LAC, AUCI and EIF) for each conference
		Number (#) of visits / hits (disaggregated by website)	0	N/A
	International conferences	Number (#) of uniformed women peacekeepers involved in the conferences as panellists (disaggregated by Rank / Corps / Specialty / Position deployed into)	0	6 uniformed women
		Number (#) of participants to the international conferences (disaggregated by gender, rank and affiliation)	0	100-120 in-person participants (online streaming available)
	Peacekeeping experiences shared at ENOPU	Number (#) of uniformed women peacekeepers involved in these info sessions as panellists (disaggregated	0	8 women peacekeepers

		by Rank / Corps / Specialty / Position deployed into)		
		Number (#) of UAF personnel participating in annual PK experience-sharing sessions (disaggregated by gender, rank and affiliation)	0	160 (40 participants per session)
Activities	Hold International Conferences on the Uruguayan participation and women contributions to PKOs.	Number (#) of international conferences held	0	2 conferences (Q4 2023 and Q3 2024)
	Hold bi-annual informative sessions at the National Peace Operations Training Centre (ENOPU) to share Peacekeeping experiences.	Number (#) of messages disseminating information on the informative sessions	0	5 official emails
		Number (#) of informative sessions held	0	4 informative sessions in total (2 in 2023 and 2 in 2024)

EIF Secondary Outcome: Increased country-specific knowledge of barriers to deployment of uniformed women peacekeepers to UN peace operations

Indicator	Baseline Data (2022)	Target
Number of discussions with policymakers on the inclusion of a directive in the UAFs to ensure equal training for personnel (men and women) regardless of their role, which includes information on PKO opportunities and criteria.	In the past 2 years, the Navy has modified basic training so that every new member receives basic military training	1 discussion

Barrier 9 (High): Gender roles: overrepresentation of women in administrative and logistical roles and underrepresentation in operational and combat roles

PROJECT ACTIVITY 6: SYSTEMIC STUDY

Description	Indicators	Baseline	Target
Outcomes (Effects)	Knowledge generation: heightened awareness of barriers to deployment of uniformed women peacekeepers to UN PKOs and possible solutions based on recommendations	Number (#) of web searches containing the results of the study (disaggregated by MoD, Presidency of the Republic, UN Women LAC, EIF, AUCI websites)	0
		Number (#) of times the report is addressed in high-level events	0
Outputs	Results on the study	Number (#) of reports about root causes of women's participation across all corps including combat, and recommendations	0

N/A

2nd international conference

1 report
Workplan and Methodology Q1 2024 (25%)
Field work March 2024 (25%)
Analysis May 2024 (25%)
Conclusions and recommendations Aug 2024 (25%)

	Results on the opinion poll	Number (#) of reports on the results of the public opinion poll	0	1 report Start Oct 2023 Field work Nov 2023 Findings Jan 2024 Conclusions Mar 2024
Activities	1. Design and conduct a systemic study on the role of women in the armed forces and in PKO and existing limitations to occupy combat roles	Number (#) of agencies hired to design and conduct the systemic study	0	1 agency
	2. Design and conduct a public opinion poll on the participation of the Uruguayan Armed Forces in United Nations Peace Operations, the role of women in the Uruguayan Armed Forces and their participation in PKOs.	Number (#) of agencies hired to design and conduct the public opinion poll	0	1 agency

Annex B: Updated Budget – attached