SECRETARY-GENERAL'S PEACEBUILDING FUND
PROJECT DOCUMENT TEMPLATE
PBF PROJECT DOCUMENT

**Country(ies): The Gambia**

**Project Title:** Strengthening women's political participation and leadership through reformed legislation, community-level leadership, and political parties' engagement in The Gambia

**Project Number from MPTF-O Gateway (if existing project):** 00134237

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

**List all direct project recipient organizations (starting with Convening Agency), followed by type of organization (UN, CSO etc.):**

United Nations Population Fund - **UNFPA**
United Nations Development Programme - UNDP
United Nations Children's Fund – UNICEF

**Project duration in months[1][2]:** <span style="color:red">28 Months with a NCE (Initial project end duration: 24 months; initial project end date: 13 Dec 2024 /new project end date: 13 April 2025)</span>
**Geographic zones (within the country) for project implementation: National with targeted interventions in** Lower River Region **(LRR)**, Upper River Region **(URR),** Central River Region **(CRR)**

**Does the project fall under one or more of the specific PBF priority windows below.**
☒ **Gender promotion initiative**
☐ Youth promotion initiative[3]
☐ Transition from UN or regional peacekeeping or special political missions
☐ Cross-border or regional project

**Total PBF approved project budget\* (by recipient organization):**
**UNFPA:** $1,000,000
**UNICEF**: $300,000
**UNDP**:    $700,000
**TOTAL: $2,000,000**

Any other existing funding for the project (amount and source): **N/A**

---

[1] Maximum project duration for IRF projects is 18 months, for PRF projects – 36 months.

[2] The official project start date will be the date of the first project budget transfer by MPTFO to the recipient organization(s), as per the MPTFO Gateway page.

[3] Check this box only if the project was approved under PBF's special call for proposals, the Youth Promotion Initiative
4 Check this box only if the project was approved under PBF's special call for proposals, the Youth Promotion Initiative

| **PBF 1st tranche (70%):** | **PBF 2nd tranche* (30%):** |
|---|---|
| **UNFPA**: $ 700,000 | **UNFPA**: $ 300,000 |
| **UNDP**: $ 490,000 | **UNDP**: $ 210,000 |
| **UNICEF**: $210,000 | **UNICEF:** $90,000 |
| | |
| **Total: $1,400,000** | **Total: $600,000** |

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

The goal of the project is to increase the number of women in leadership positions and decision-making platforms at all levels. This will be achieved by addressing some of the constraints and inhibitors preventing women from political participation, local community leadership structures and peacebuilding processes, namely legal frameworks, cultural norms, and limited competencies of aspiring women and GEWE advocates. The project will use the following approaches in addressing the constraints: strengthening national legislation, legal framework, and political parties' bylaws to ensure women political participation, promote more women in leadership positions at the community level and empower female candidates through capacity building. The work around legal framework will notably support the passage of the women reservation bill and the adoption of the new Constitution. These documents have provision to reserve 17 seats to women and persons living with disabilities at the National Assembly. The project will work with an inter party committee to have bylaws and strategy in place to create spaces for more women to participate in the political process through the political party. The project will work with the community structures like the VDC, WDC and traditional institutions to build the social capital of more women to engage in leadership and in the peace conversation within the community.

It is important to note that the initiative for Women Reservation Bill was started by the civil society organizations after the draft constitution was rejected by the National Assembly in September 2020 largely because of the retroactive provision of the presidential term limit. According to the draft constitution, the term of President Barrow that started in 2017 was to count as his first term, meaning and was only qualified for one more term of five years after the promulgation of the new constitution. With no room to amend any provision of the draft constitution, the government allied National Assembly Members (NAMs) rejected the contentions provision, with 23 voting against the Constitution Promulgation Bill, 2020. The 31 lawmakers who supported the Bill did not constitute a majority to meet the threshold requirement of three-quarters (42) members needed to effect constitutional change.

The legal frameworks will include dedicated efforts to support the passage of the women reservation bill or the passage of the new draft constitution, the review of the district tribunal Act, while encouraging and empowering the communities to support women leadership at all levels. The cultural and community perception of women in leadership and political participation will be addressed through engaging communities, religious leaders, and influencers to raise awareness on the importance of women in leadership and decision making in politics and peace conversations. The project aims to enhance women's participation in local governance structures and local peacebuilding mechanisms such as Local Councilors, members of Village Development Committees (VDC) District Tribunals, and Village Heads through existing institutional frameworks such as the Inter-party Committee (IPC) and its women's and youth branches, CSOs and government departments.

The project approach is innovative as it aims to address inhibitors of women's participation in leadership and governance through engagements with a diversity of stakeholders that can all play a different, significant role to empower women in politics and leadership more broadly: various wings of political parties; Women's Branch of the Inter-Party Committee (WOBIPC) and the Youth Branch of the Interparty

Committee (YOBIPC), as well as women-led civil society organizations, in ensuring active participation of women in peace deliberations and decision-making platforms, including political parties structure.

Furthermore, the establishment of women empowerment and resource centers is innovative as it creates a platform for women to build knowledge, build networks, acquire skills, increase their social capital, and provide financial support for female candidates in running campaigns irrespective of their political parties. The project will help to strengthen institutions at national and local levels with a view to increasing the participation and representation of Gambian women in different governance institutions in the areas of peacebuilding and politics. Moreover, considering that the root causes of the low participation of women in leadership roles in The Gambia are cemented early in life during girl childhood and adolescence, the project also aims at helping to address cultural concerns underpinning why and how girls are socialized from an early age to believe that leadership is not for women.

**Summarize the in-country project consultation process prior to submission to PBSO, including with the PBF Steering Committee, civil society (including any women and youth organizations) and stakeholder communities (including women, youth, and marginalized groups):**

This project is reflective of an inclusive and consultative process with government partners, civil society organizations, national non-governmental organizations, and the Inter Party Committee. At the inception stage of the proposal development, the Peacebuilding Team in the UN Resident Coordinator's Office (PDA and PBF Secretariat), together with the participating UN Agencies (UNFPA, UNDP and UNICEF) organized a brainstorming session with key government and civil society partners including the Department of Strategic Policy and Delivery (DSPD) in the Office of the President; the Ministry of Gender, Children and Social Welfare; the Interparty Committee (IPC), including its women's and youth branches; Woman Boss; the West Africa Network for Peacebuilding (WANEP), Maa Foundation, ActionAid International The Gambia (AAITG); the Gender Platform; the Gambia Press Union, The Association of Non-Governmental Organizations (TANGO); Activista; the Gender Centre for Empowering Development (GenCED); and the University of The Gambia. The outcome of the consultation formed the bedrock of the concept note and the full proposal, on which the above-cited partners have continued to provide inputs.

A second important consultation that helped to shape this project document proposal was convened by the UN Resident Coordinator and the Minister of Gender to address the following three questions: What existing policies, strategies and best practices at national and regional levels are fostering women's leadership & political empowerment; what are the main impediments preventing women from being elected to political office in The Gambia; and what could be done to increase the number of women holding political office in the country at national and local levels. Participants included the former Vice-President, Mrs. Isatou Touray, current and former female members of the National Assembly, the Inter-Party Committee (including its women's and youth branches), ECOWAS, Heads of Diplomatic Missions, and civil society. Reports of both consultations are available upon request.

**Project Gender Marker score[4]: ___3** Specify % and $ of total project budget allocated to activities in

---

[4]

5. Score 3 for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women's Empowerment (GEWE)
Score 2 for projects that have gender equality as a significant objective and allocate between 30 and 79% of the total project budget to GEWE
Score 1 for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE)
6. Please consult the PBF Guidance Note on Gender Marker Calculations and Gender-responsive Peacebuilding
7. Risk marker 0 = low risk to achieving outcomes
Risk marker 1 = medium risk to achieving outcomes
Risk marker 2 = high risk to achieving outcomes
8. PBF Focus Areas are:
(1.1) SSR, (1.2) Rule of Law; (1.3) DDR; (1.4) Political Dialogue

pursuit of gender equality and women's empowerment:

The project is gender marker 3, with gender equality as a principal objective and allocated 100% of the total project budget to Gender Equality and Women's Empowerment (GEWE). The project will allocate **$2,000,000** to the GEWE

*Briefly* **explain through which major intervention(s) the project will contribute to gender equality and women's empowerment [5]:** The project will focus on the legal framework, policies, and political parties' bylaws that increase women's political participation and leadership. The project will also support the increase of the number of women occupying key positions of leadership in community-level governance structures, political party, and decision-making platforms and empower women and capacitate them for leadership and political participation. The project will also advocate for the passage of the Women's Reservation Bill in the National Assembly (that reserves a specific number of seats for women) and review of the District Tribunal Act (that currently excludes the participation of women in its leadership). Furthermore, the project aims at playing a role also in addressing the deep-rooted causes of the differentiated socialization of girls and boys whereby they are taught that women cannot assume leadership positions in families, in politics or in life.

As part of the effort to ensure integration of gender equality; this project will engage women led and Women focused civil Society organisations directly. While 6 community-based women groups will also receive funds to implement some initiative within the community indirectly from the national organisations. While directly beneficiaries we are considering 100 female candidates within the resource center, while within the voter educations with young people we are hoping 80% young women as direct beneficiaries with training, awareness, and information.

**Project Risk Rating Select PBF Focus Areas** which best summarizes the focus of the project *(select ONLY one)* [6]:
**Maker score[7]: 1** – Medium risk to achieving outcomes

**Select PBF Focus Areas** which best summarizes the focus of the project *(select ONLY one)* [8]:

(2.2) Democratic Governance
**If applicable, SDCF/UNDAF outcome(s) to which the project contributes**:
1.2. Governance and Human Rights: Improving governance and fighting corruption - Institutional reforms implemented to ensure rule of law and guarantee the protection of the human rights of all, including access to justice, gender equality, access to basic services, and democratic participation in decision-making processes.
**Sustainable Development Goal(s) and Target(s) to which the project contributes:**

---

(2.1) National reconciliation; (2.2) Democratic Governance; (2.3) Conflict prevention/management.
(3.1) Employment; (3.2) Equitable access to social services
(4.1) Strengthening of essential national state capacity; (4.2) extension of state authority/local administration; (4.3) Governance of peacebuilding resources (including PBF Secretariats)
5

6

7

8  **PBF Focus Areas** are:
(1.1) SSR, (1.2) Rule of Law; (1.3) DDR; (1.4) Political Dialogue;
(2.1) National reconciliation; (2.2) Democratic Governance; (2.3) Conflict prevention/management.
(3.1) Employment; (3.2) Equitable access to social services
(4.1) Strengthening of essential national state capacity; (4.2) extension of state authority/local administration; (4.3) Governance of peacebuilding resources (including PBF Secretariats)

**SDG 5, 5.1**: End all forms of discrimination against all women and girls everywhere
**SDG 5, 5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life
**SDG 5, 5.c:** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

| Type of submission: | If it is a project amendment, select all changes that apply and provide a brief justification: Extension of duration: ☒ 4 months (Initial project end date: 13 December 2024/ new project end date 13 April 2025) |
|---|---|
| ☐ **New project** | **Change of project outcome/ scope:** ☐ |
| ☒ **Project amendment** | **Change of budget allocation between outcomes or budget categories of more than 15%:** ☐ |
| | **Additional PBF budget:** ☐ Additional amount by recipient organization: USD XXXXX |
| | **Brief justification for amendment:** A 4-month project extension is being sought to facilitate the project's final evaluation and implementation of few remaining activities. The project's delivery rate as of October 2024 is at 85% with notable results articulated in the November 2024 annual report. |
| | Among the three fund recipients, UNFPA and UNICEF have completed all their planned activities. As the lead agency, UNFPA is facilitating the final evaluation and is requesting a No-Cost Extension (NCE) to complete this process, as funds cannot be expended after the project's operational closure in accordance with UNFPA's policy. Therefore, the NCE is necessary to facilitate consultant payments. In addition, UNDP is continuing the implementation of some activities, which will extend into next year. UNDP has extended the Project Manager's contract until 31 March 2025 to facilitate the completion of the remaining project activities and to support the terminal evaluation exercise. Additionally, the UNDP Gender Specialist will assist the Project Manager to ensure the successful completion of the project and the achievement of its results. Consequently, the main activities to be completed during the project extension include: |
| | ● Final evaluation of the project, assessing its relevance, effectiveness, efficiency, outcome, impact, and sustainability. The evaluation will document perspectives of different stakeholders who contributed and benefitted from the project. It will lay down concrete recommendations for future programming on women political participation and leadership in The Gambia. |
| | UNFPA has already initiated the procurement process to onboard consultants, with the RFP published in October. Two consultants—one international and one local—are expected to be onboarded by the end of December. Field activities and data collection are scheduled for January and February, followed by the final report and validation workshop in March and April 2025. The consultants will work a total of 50 days over the four-month period. |
| | ● **Activity 1.1.3:** Develop a gender monitoring strategy for the New Development Plan (NDP) to guide the implementation of gender |

affirmative actions and increase the number of women in elected and nominated positions of leadership

The terms of reference have already been developed, and the recruitment process for the consultant is underway. The project team will provide consistent support to the consultant to ensure timely consultations with targeted stakeholders and will closely monitor progress in the strategy's development.

Additionally, the activity has strong backing and endorsement from the government, ensuring the timely availability of technical expertise for the strategy's formulation. The UNDP Project Manager and Gender Specialist will play active roles in expediting the strategy's development and validation.

Collaboration with key stakeholders, including the Ministry of Gender, Children, and Social Welfare, as well as Civil Society Organizations, will foster a participatory approach that accelerates consensus-building. With these factors, a focused timeline, and clear deliverables in place, the successful completion of this activity within the designated timeframe is assured.

- **Activity 1.1.5:** Conduct advocacy among key community stakeholders (community influencer, traditional chiefs, and women's groups) on review of the district tribunal to ensure inclusion of women as leaders and members in the local councils' structures.
- **Activity 1.1.6:** Conduct advocacy engagements with the Ministry of Justice, Ministry of Gender, Children and Social Welfare on the implementation of existing legal instruments that promote women political participation and leadership.
- **Activity 1.2.5:** Support the Inter-party committee and political parties to develop, review, adopt and sign pledge commitment to the women participation and implementation of the quota systems. (This is like the signing of peace accord signed by political party during the presidential election; it is a strong tool of commitment)

Key groundwork has already been laid, including ongoing engagement with the Inter-Party Committee (IPC) and political parties, fostering strong commitment, trust, and collaboration.

Additionally, engagement with the Ministry of Gender, Children, and Social Welfare—the responsible party—has been consistent, and the terms of reference for the consultant have been developed, with an advertisement planned for the end of November 2024. These established relationships and ongoing efforts provide a clearer roadmap for implementation, with defined steps for the development, review, adoption, and signing of the pledge.

Recent progress and renewed momentum further support this timeline. For example, there is growing political will within the IPC and increased awareness among political parties regarding the importance of gender equality and quota systems. This shift is bolstered by the success of the peace accords signed during the presidential election, which

| | demonstrated the ability of political parties to unite behind shared commitments under effective facilitation.

Furthermore, the validated Gender Strategy for political parties will significantly inform the content of the pledge, simplifying the process. The IPC's proven ability to foster consensus among diverse parties ensures that reviews, adoption, and signing can proceed efficiently.

With strong relationships, increased political will, a structured roadmap, and UNDP's proactive support, this activity is on track for timely and successful completion. The next steps will leverage these advantages to achieve a widely endorsed and impactful commitment to women's political participation and quota implementation.

Advantages of the 6-month extension:
- The NCE will allow for the conduct of a final evaluation, whose overall purpose is to assess the results achieved by the project and to identify lessons learned. The evaluation will examine the project's implementation approaches, assess the results against output targets, evaluate its contribution to higher-level outcomes, and address any challenges or issues encountered.
- The no-cost extension will also allow for the finalization of remaining project activities. Some of these activities are currently being implemented but are likely to roll-over to next year.

*Note: If this is an amendment, show any changes to the project document in RED colour or in TRACKED CHANGES, ensuring a new result framework and budget tables are included with clearly visible changes. Any parts of the document which are not affected should remain the same. New project signatures are required.* |

# PROJECT SIGNATURES:

| Recipient Organization(s)[9] | Representative of National Authorities |
|---|---|
| **Name of Representative:** Ndey Rose Sarr | **Name of Government Counterpart:** Fatou Kinteh |
| Signature ▨ | Signature ▨ |
| **Name of Agency:** United Nations Population Fund | **Title:** Honorable Minister; Ministry of Gender, Children and Social Welfare |
| Date & Seal 02-Dec-2024 | Date & Seal 0 3 - Dec. 2024 |
| **Recipient Organization(s)** | **Recipient Organization(s)** |
| **Name of Representative:** Nafisa Binte Shafique | **Name of Representative:** Mandisa Mashologu |
| Signature: ▨ | Signature: ▨ |
| **Name of Agency:** United Nations Children's Fund (UNICEF) | **Name of Agency:** UNDP Resident Representative |
| Date & Seal 02-Dec-2024 | Date & Seal 02-Dec-2024 |
| **Head of UN Country Team** | **Peacebuilding Support Office (PBSO)** |
| **Name of Representative:** Karl Frederick Paul | for Elizabeth Spehar |
| Signature: ▨ KARL-FR. PAUL | Signature: ▨ |
| **Title:** UN Resident Coordinator | **Title:** Assistant Secretary-General for Peacebuilding Support |
| Date & Seal Dec 03, 2024 | Date & Seal 12 Dec 2024 |

---

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

8

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

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

This project is built on the conviction that women play a more critical role in peacebuilding if they occupy positions of authority where their voices and contributions are respected. The fewer women there are in elected office or other positions of authority, the weaker the role they will play in decision-making spaces and the less influence they will have over decisions related to governance, peace, and development. Supporting women to get elected to office or hold other influential positions is therefore critical to increasing their peacebuilding roles at national and local levels.

In fragile countries undergoing political transitions such as The Gambia, where peacebuilding conversations are controlled and managed by male political and community leaders, the under-representation and weak participation of women in politics, community leadership and peacebuilding constitutes a high opportunity cost that requires urgent attention to bolster peacebuilding and prevent conflict in the long term. Evidence shows that while women are "engines" of peace, unequal gender relations can drive conflict and violence while limiting women's participation in peacebuilding processes, including women from poor and marginalized communities.[9] This denies women the opportunity to define and address their own concerns and needs, and erases their experience and knowledge of conflict dynamics from public discourse.

The Gambia is taking giant strides in its transition from an authoritarian regime towards a system of governance characterized by peaceful and credible elections, a vibrant media landscape, meaningful separation of powers, accountability for crimes of the past, and a commitment to national reconciliation and healing.  But there is one area where The Gambia is standing still or even regressing — the proportion of women occupying elected office in the country.  Women make up more than half of The Gambia's population and a full 57 percent of its registered electorate. And yet, in the April 2022 legislative elections, only 8 percent of candidates were women. Only 3 of the 19 women who stood were elected and only one of those represented a political party, the other 2 being independent candidates.  This is the same number of women who were elected in the legislative elections of 2017, indicating a certain stagnation when it comes to women's political empowerment in the country.

The problem exists not only at the level of the National Assembly but at all echelons of elected office in The Gambia. In fact, the further down one looks in the political hierarchy, the smaller is the proportion of women who hold office.  Only 3 of the 22 Ministers (13.6 percent) in the current Cabinet are women, down from 21 percent in the previous Cabinet. Only 5 women sit in the current 58-seat National Assembly (8.6 percent), down from 10.3 percent in the previous National Assembly.  And only 7 percent of Local Councils in The Gambia are women, a figure that many are hoping will increase after the May 2023 local elections.  In the private sector, only 17.4% of managerial positions in The Gambia are occupied by women and only 33.7% of senior and middle management positions in the formal work sector are held by women. Moreover, women who do participate in decision-making platforms tend to be 40 or older, with young women being particularly poorly represented in positions of leadership.

---

[9] See 2019 Conflict and Development Analysis (CDA), The Gambia; pp 41

At the community-level, similar observations can be made. Indeed, there is extremely low women representation in the various local council decision making bodies, for example currently there are less than 2% of women across the District Tribunals (DTs), Village Development Committees (VDCs), Ward Development Committees (WDCs), Technical Advisory Committees (TACs) and the local government councils. The members of the local decision-making bodies like the chiefs and Seyfolou play a key role in peace conversations.

The trajectory of The Gambia's long-term political and socio-economic development and its ability to achieve the Sustainable Development Goals (SDGs) by 2030 will be impacted by the extent to which the entire population is empowered to contribute its ideas and talents to this end.
Women have a full and equal role to play in this regard, as underlined by SDG 5 on gender equality, which includes a specific target to "ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life" (SDG 5, Target 5.5).

**Unfriendly legal frameworks**
While the current 1997 constitution contains provisions that provide for gender equality and social inclusion, including non-discrimination based on gender and all citizens having equal rights to political participation and representation, there are still weak provisions in the laws and policies pertaining to the personal status of women and gender quotas in political leadership positions. The constitution does not make provision for any affirmation provisions for women participation considering the inequality in gender that is currently being fueled by patriarchy in the society, hence the poor participation and representation of women in the political sphere and leadership environment especially at the national assembly. But it is important to note that efforts have already been made through advocacy, lobby, and consultation to get the buy-in of the law makers.

The Women Reservation Bill, which makes provision for reservation of 17 seats for women in the national assembly was rejected due to the sensitivity when it was presented very close to the election period. Some of the key obstacles are
- Late presentation of the bill to the 5th National Assembly that was at the end of its tenure
- Members of the National Assembly were more concerned about their re-elections, and they felt the passage of the bill posed a risk to their reelection
- Poor consultation (and limited advocacy action) prior to the presentation of the Bill to the members of the house
- The patriarchy nature of communities and perception of the people about women participation in politics also affected the passage of the bill
- Poor ownership of the bill by the government because the initial presentation was a private bill

But lessons learnt from the first presentation of the bill like knowing the right timing for the presentation of the bill, prior lobbying of the members of national Assembly to get a good understanding of the bill will be considered in the representation of the bill at the national assembly. Also, orientation of the new members of the national assembly will be very critical to ensure the passage of the bill as it will address the knowledge gaps and provide a progressive perspective for women's development and leadership.

**The New Constitution as an entry point for women empowerment and political participation**
The draft constitution was progressive in advancing gender equality, especially women political participation, as it provided a quota system that reserved 17 seats in parliament for women in addition

to other provisions that forbids discriminatory treatment based on gender: equal treatment between men and women and setting up general principles for the electoral system, including fair representation of all genders in elective public bodies. Although the project will support the Women Reservation Bill, it is important to pay attention to the emerging momentum of discussions and efforts for resuscitating re-introduction of the draft constitution to the 6th National Assembly for ratification. Immediately after being re-elected to serve for another term, President Adama Barrow, stated his government will prioritize a new constitution that would introduce presidential term limits and absolute majority of 50% plus one. Currently, the Government, through the Ministry of Justice, intends to organize stakeholders' discussions to deliberate and decide the way forward, including whether the draft constitution should be revised and taken back to the 6th National Assembly.

The renewed political will by the government and expressed desire to build on lessons learnt from the failure of the 2020 draft constitution such as the importance of consensus building by all political actors before the Bill is presented to the National Assembly; flexibility to debate the draft in the National Assembly and allow amendments, among others will likely increase the possibility of The Gambia having a new constitution ahead of the next electoral cycle (2026-2028). Generally, the desire by Gambians for a new constitution remains high, as indicated in previous polls and surveys. For example, a survey conducted by International Republican Institute (IRI) in May 2020 showed that 87% of Gambians agreed that the country needed new constitution[10] while an Afrobarometer survey of January 2020 revealed that 87% Gambians supported a new constitution to limit the president to two five-year terms in office while 85 % respondents supported quota system for women's representation in the National. But constitution review process is lengthy process that will culminate in a referendum and there is the risk of new political divisions emerging and scattering the entire process, or the referendum failing to meet the threshold of total 50% registered voters participating in the exercise and 75% of them voting yes.

The project will therefore support the Women Reservation Bill while at the same time monitoring and supporting activities targeting the revival of discussions for the new draft constitution. It is highly likely that the Women Reservation Bill will be passed before the new constitution, therefore guaranteeing 17 women seats ahead of next elections.

**Traditional norms and gender stereotypes among the Root Causes of women and weak Political Participation and Leadership**
In The Gambia, the root causes driving marginalization of women in politics and leadership include traditional and cultural norms; economic and social factors; political and legal factors; institutional factors, among others. Traditional norms and gender stereotypes have been major setbacks in making progress towards women political participation and representation. Traditional gender roles assigned to women as caregivers and domestic workers have tended to confine women into the private realm and are therefore traditionally valued more than their personal political ambitions, interests, and achievements. Gambian communities are built on patriarchal foundations fueling the actions and perception of the society to make decisions and form norms and roles that are detrimental to women's participation in leadership. Boys and girls, from a young age are distinguished to work towards their contributions to society, giving them distinctive roles to each one of them with the justification of what an organized setting and society should be. Boys are taught as they grow up, to be custodians, controlling and being the face of success in areas of national and global development, while young girls are constantly reminded to be submissive and nurturers. This system not only leverages power to young boys and men but encourages conformity among young girls and women to limit their capabilities to fit the standards of society. Community awareness raising will be carried out to address

---

[10] https://www.iri.org/resources/new-poll-gambians-support-a-new-constitution/

the negative social norms inhibiting women participation in leadership. In ensuring a sustained conversation and dialogue that lead to actual change, community champions will be identified from the various groups (Men, Boys, community leaders, traditional leaders, religious leaders, and traditional communicator who will be championing the course of women in leadership in their community and keep the conversion and dialogue on the front burner until visible change is observed.

The Gambia is a highly patriarchal society with men as the sole decision-makers.[11]This is sustained by religious dogma where conservative religious leaders treat women's leadership as secondary, and regularly use their platforms to ridicule women who challenge the status quo by showing interest to contest for political office. Unfortunately, these cultural and patriarchal contexts influence political parties' selection of candidates to vie for elective seats, where even the most qualified women are rarely nominated. Political parties and other institutions have therefore become "captured" by the traditional patriarchal systems and cultural beliefs, limiting women's leadership and political representation in The Gambia.

**Existing financial dynamics further marginalizing women from politics**
Overall, inadequate personal financial resources in addition to a lack of gender sensitive political financing have deprived qualified women from joining politics, contributing to a small or lack of a pool of women willing to run for public office. The just concluded legislative election had 19 (7.5%) female candidates out of the total 251 who contested for the national assembly elections. While the last presidential election had no female contestant. Compounding this challenge is the increasing transactional approach to politics since the political transition of January 2017. Research reveals that candidates in The Gambia spend huge financial capital to convince voters to support and vote for them. In many instances during 2017 and 2022 elections, voters demanded money from candidates in exchange for support and votes. Political parties only give financial support to candidates after the selection process and not during the primaries – and given that women's participation in elections is not supported during primaries, neither economically or socially, they don't get to be supported after the primaries and men mainly get that space. After selection, political parties and candidates spend a lot of time and money investing in communities to gain electoral returns. It is only by investing heavily in community projects or giving financial support at individual levels that candidates are likely to secure voters' political support and succeed during elections. Therefore, one of the critical issues also affecting female candidates is the bribery of the electorate which requires a lot of financial capital. Unfortunately, and given limited individual financial resources, women in The Gambia cannot compete equally with men to get selected as candidates by political parties and win elections.

Strengthening economic capacities of women could strategically be done by building social capital of women interested to vie for elective seats. It is well documented that a candidate's social capital in the community can reduce the monetary costs of seeking political office. This could be generated by the community development work an aspirant does at her constituency or draw on the legacy of their parents or family members in the same environment. In previous elections, there are cases where the political machinery of the ruling or dominant party was not sufficient to assist their candidates win elections largely because of strong social capital of opposition or independent candidates. Therefore, in the context of this proposal, identifying more women interested to vie for local elections early and building their social capital in communities is likely to increase the number of elected women in future elections. Additionally, in the absence of campaign financing laws, wealthy male candidates outspend women during campaigns, and this disadvantage can be minimized by the introduction of campaign finance legislations in The Gambia. It is also important for The Gambia, as a step towards democratic

---

[11] These local government institutions are prescribed by the Local Government Act, 2002. Each institution has its roles and membership composition, mostly dominated by men of older generations.

consolidation, to have an Act of parliament and electoral law that allow the State financing of political parties based on electoral percentages won during previous elections and the number of women elected from each political party.  There is no policy in the Gambia that directs the state to support political parties during elections, although we have seen cases where candidates having access to state funds use it for election purposes especially if the candidate is an incumbent as observed in the last elections. Even though the project will not directly focus on campaign finance laws, it will support efforts by other partners and stakeholders currently working in these areas to develop campaign finance laws and state financing of political parties.

**Young People's Strategic Roles in Political and Electoral Processes**
It is important to engage young people (girls and boys) in political and leadership discussions on how to involve and make space for women to participate in politics and decision making. Equally, it is important for the young Gambians to understand the reasons why women have traditionally been excluded from politics and other positions of power so that it contributes to breaking such a pattern. Since society has ingrained in both boys and girls the responsibilities and roles they should take over, understanding the complications and effects of this trend of thoughts and how it has impacted the society becomes paramount.  Focusing on the young men and women is therefore a priority for the project as they have the power to influence change in perceptions for the next generation. But more efforts should be directed towards young boys as they need to unlearn the negative notions and understand that roles should not be specified in a world where everyone's participation is needed. The need for inclusion is not limited to women being in political spaces but for young men and boys to be included in conversations and interventions that aim at breaking the structural pillar in the patriarchal society. Supporting young people to participate in electoral processes as voters and mobilizers to increase the number of women in political leadership positions is an important project intervention that will support efforts towards addressing root causes that hold back women from political participation and leadership by creating the next generation of voters that is dissuaded from patriarchal and cultural norms. It will also increase opportunities to have more women and young women, elected to positions of power as the youth are the majority and could influence election results in favor of female candidates. In the past electoral cycles, voter registration campaigns and education undertaken by different electoral stakeholders such as the Independent Electoral Commission (IEC); National Council for Civic and Education Council (NCCE) and other Civil Society Organizations (CSOs) have targeted the general voters without targeting the youth, leading to low numbers of the youth who participated in registration and voting.

**Summary of the key findings from the consultation led by the Resident Coordinator on 28th June 2022 focusing on the main challenges preventing women political participation and leadership**

- **Existing gender roles disadvantage women:** Female members of the national Assembly, female ministers, former Vice president and other women in leadership position at the consultation stressed the importance of re-examining and re-shaping the gender roles that Gambians themselves have created that impede women from presenting themselves for political office and that this process must begin in the home and in school.  From a very early age, girls are told that boys are leaders, and this narrative and belief system continues into adulthood. Institutions and communities also reinforce this message. Participants stressed that it is time to change these narratives and to encourage girls to become leaders in order to dislodge these gender stereotypes.

- **Women are more engaged in politics than men, but mainly in supporting roles:** Participants pointed out that women represent a full 57 percent of the registered electorate in The Gambia and so are more engaged in politics than men.  But they play mostly supporting

roles, e.g., as voters and party organizers and mobilisers. Often, when a woman and a man want to run for the same political party, the woman is asked to step aside to make room for the man. Many participants pointed out that this needs to change since women are now ready, willing, and able to take on more leadership roles.

- **There is no quota system enshrined in law:** Participants pointed to the results achieved in other countries in West Africa and farther afield that had introduced laws requiring a minimum proportion of women to be represented in elected offices and lamented the fact that such laws did not yet exist in The Gambia, despite their inclusion in the draft Constitution and despite recent attempts to pass a Gender Bill in the National Assembly. One participant pointed out that if such a quota system were enshrined in Gambian law, a political party that presented too few female candidates would be rejected and the lesson would be learned that the time for excluding women has passed.

- **Fear prevents women from running for office:** Fear prevents women from running for elected office in The Gambia — fear of acceptance by their husbands, their husbands' family, and their own family, all of whom must be asked permission before running for office. Women also fear the opposition they will face from men and women in their communities with traditional views about gender roles, as well as men and women within their own parties who do not wish them to succeed if it means they themselves cannot. The opposition faced by women running for office takes many forms, but two widely cited examples are character assassination and cyber bullying, often of a sexual nature. Faced with such virulent opposition that can have a serious negative effect on their personal lives and self-esteem, many women — including those who are well qualified and equipped to represent their communities — choose not to run for or accept public office.

- **Elections are expensive:** The high cost of running for public office in The Gambia deters women from presenting themselves as candidates. Political parties in The Gambia do not receive any support from the State. Candidates running for election also receive relatively little financial support from their respective parties and are expected to finance much of their campaigns using their own funds or financial support from family and friends. Independent candidates have no party structures at all to fall back on. The absence of campaign financing laws, coupled with the prevalence of vote-buying (direct and indirect), means that candidates must spend large amounts of their own money to have any chance of being elected. Since women in The Gambia tend to be relatively financially disadvantaged compared to men, most female aspiring candidates are not able to raise the capital required to run a successful campaign. Participants pointed out that the economic empowerment of women is key to their political empowerment including advocating for the creation of regulations conducive to women's financial inclusion

- **The right women are not always chosen to run:** The few women who political parties do choose to run for office are often not the most active women in their communities, which decreases their chances of being elected. Participants stressed the importance of empowering the most active women in their communities to present themselves as candidates in order to increase the proportion of female candidates who are elected. Asking women to vote for women just because they are women is not the solution. Women, like men, will vote for the person they think will best represent them and their community. The solution is empowering women to do just that.

- **There are not enough role models:** While the Gambia does have a small number of exceptional female politician role models — including the former Vice President, current and

former female members of Cabinet and the National Assembly, and female Local Councilors — their relative scarcity limits the inspiration that young women receive to consider following in their footsteps. Nevertheless, participants stressed that the mentorship role that established female politicians play towards such aspiring young women is incredibly important in encouraging and equipping young women to run for public office.


**Interlinkage with the Previous Peacebuilding Fund projects and Building on Existing Results**
While existing PBF portfolios like the Leadership and accountability Project, the building community resilience to Climate Change project, Women and Youth Project and The Rule of Law in The Gambia have responded to the challenges of strengthening communication and accountability between the duty bearers and the citizens, enhanced community knowledge and resilience capacity to climate change and stimulating the participation of youth in decision-making processes, there is lack of focused interventions designed to address, in a comprehensive way, the lack of women's participation and representation in decision making spaces and the resultant impact of their contributions to governance and peacebuilding in The Gambia. This project will build on the results of past and existing PBF projects with a view to forging synergy and complementarity of efforts that promote gender equality in politics and decision making at the national and local levels while strengthening women-led institutions, addressing gaps in legislation and structural causes of gender inequality in leadership, and challenging strategies and policies that limit women's leadership across sectors. UNFPA and UNICEF implemented the Women and Youth project on participation of young women in the decision-making process as an agent of community conflict prevention. This new project will build on the results and achievement of the previous project and some of the strategies that worked well will be adopted by the new project

**The Interparty Committee and its pivotal Roles in ensuring Inclusivity**
The 2019 CDA report recognizes the unique role of the Inter-Party Committee (IPC) in promoting inclusive politics including engaging the public to change attitudes and embrace women leaders. The Women's and Youth Branches of IPC are key institutions towards the realization of this agenda as forums for advocating and supporting strategies to increase the participation of women and youth (including young women) in the internal structures of political parties, as well as in elective and nominative functions at all levels of central and local government. The inter party committee provides a critical platform to ensure the inclusiveness of all age and gender in the election process. They provide space for political dialogues among political parties on contentious political and electoral issues, including on issues related to gender parity. They promote political inclusiveness across all genders and ages and peaceful and transparent electoral processes at the national and local levels. But the IPC and its two branches continue to face challenges related to institutional capacities, dedicated funding, and low public awareness of their mandate. However, if supported further, they could serve as models for championing more inclusive politics and contribute significantly towards boosting women's representation in the National Assembly and on Local Councils. Even though the National Women Branch of Interparty committee (WOBIPC) has been created to increase participation and representation of women in politics and decision making, it is yet to be established at the regional levels where the impact is most needed. WOBIPC has weak systems and poor capacity to deliver on its mandate. The Youth Branch of the inter party committee (YOBIPC) has been established in all the 7 regions, but its poor capacity is affecting its full operationalization and implementation of activities targeting inclusion of the youth and young women in politics and decision-making spaces. Weak systems and policies of the IPC are preventing the promotion of political inclusiveness and participation across all gender and age. Key capacities lacking in IPC, WOBIPC and YOBIPC include lack of skills for community engagements on importance of women participation in leadership roles,

leadership skills, political dialogues, partnership building, mediation, and strategic communication skills, among others.

    b) A brief description of how the project aligns with/ supports **existing** Governmental and UN **strategic frameworks[12],** how it ensures **national ownership**. If this project is designed in a PRF country, describe how the main objective advances a relevant strategic objective identified through the eligibility Process

**The Gambia National Development Plan**
This proposal is in line with strategic government's overarching priority of sustaining peace, which see the role of women in peacebuilding as a "shared task and responsibility that needs to be fulfilled by the government and all other national stakeholders".[6] This concept is also aligned with three pillars of the government strategy for development to promote an integrated approach to peace, development and human rights, youth engagement, women's empowerment, transitional justice, and rule of law. The Government National Plan has clearly indicated how investment in women leadership and political participation prevents the escalation of conflict, and how it contributes to the maintenance of long-term national peace and stability. Also, in the National Development Plans, women's political participation and involvement in decision making platforms are seen as both an enabler of peacebuilding and an outcome.[7]

The project is built around ensuring government ownership of the process and the outcome of the project is in line with national priorities. Women's empowerment and participation is identified as a critical enabler of The Gambia's National Development Plan (NDP) with the one-year extension (2018 - 2022) as it contributes to the delivery of good governance, peacebuilding and accountability, social cohesion, national reconciliation, and a revitalized and transformed economy for the well-being of all Gambians. Specifically, the NDP aims at increasing the proportion of seats held by women in the National Assembly from 10% to at least 30% and increasing the proportion of women holding ministerial positions from 21% to 30% through legislative reforms and advocacy for enhanced representation and participation in decision making; gender mainstreaming; capacity development of women entrepreneurs; establishment of a fund to improve access to finance; gender based violence reduction programmes; and abolishing harmful traditional practices such as female genital mutilation (FGM) and early marriage. The NDP strategic priority one focuses on the restoring good governance, respect for human rights, the rule of law, and empowering citizens through decentralization and local governance, this priority area has the strategic intervention of involving women in local governance structure like the local councils, VDCs, TACs, district tribunals as a human right requirement.

**Progress with the Implementation of National Development Plan**
As part of Government effort in implementing the National Development Plan; The president used his constitutional power to nominate 5 additional members to the national assembly after the election process; nominated two women in the 6th National Assembly and three in the 5th National Assembly. While at the local level one woman has been nominated as district chief by the ministry of local government affairs. These represent some progress and commitment from the government but there is still a gap within the legal framework in reaching the target in the NDP.

---

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

Furthermore, the NDP aims to address the underrepresentation of women in decision-making positions by supporting initiatives for legislative reform including a review of 1997 Constitution, the 2005 Local Government Act, the District Tribunal Act as well as the 2015 Election Act. In actualizing this goal, the Government established the Ministry of Gender, Children and Social Welfare with the Directorate of Gender and Women Empowerment. The directorate is saddled with the responsibility of promoting and increasing the number of women in leadership and political participation using various approaches. Even though some progress has been made in terms of putting systems in place, the progress is very minimal and not substantive enough. But with the new government in place that just came out of the election process, we have a window of opportunity for high-level advocacy with critical stakeholders to ensure necessary policy, legal framework and strategy are in place to promote women leadership. The project will therefore endeavor to address the issue by developing a gender strategy for the implementation of NDP; support the development of legislative frameworks and policies that will introduce quotas and work with civil society organizations to hold the duty bearers accountable.

The gender monitoring strategy will be drafted based on the new NDP currently in the development phase with the government. The government has made some progress with the current NDP that will be ending next year based on the extension. There has been some expression of political will from the government which we will build in the new NDP, and the gender monitoring strategy will be a great tool. Some of the progress was the establishment of the Ministry of Gender, children, and social welfare. The establishment of a SGBV Technical Working Group which developed strategies to address anticipated SGBV cases arising because of the pandemic and provide support to victims, and the setting up of a SGBV Hotline.

There has been an increase in the number of women public office leadership especially in the Judiciary. Currently, two women Judges serve in the Supreme Court, two in the Court of Appeal and six women serve as High Court judges. The appointment of two women as Cadis in February 2022, for the first time in the history of the Judiciary, is also commendable. However, women continue to be underrepresented in other areas of political leadership, public life such as in law enforcement, and education and legal sectors, they are underrepresented in senior decision–making positions in these sectors, hence the need and justification for this project to contribute to bridging in the gap in leadership between the men and women. Therefore, some of the results and achievements of this project will be sustained by the government efforts and planned activities. As the platform to enhance sustainability is currently within the government systems and structures, this project will strengthen those systems and build on it.


**Ministry of Gender and its strategic Engagement**
This proposal is in alignment with the Ministry of Gender, Children and Social Welfare Strategy which has the mandate of women empowerment and leadership in achieving their full potential through communities' engagement on the importance of women's representation in decision-making structures such as the Village Development Committees (VDCs), Ward Development Committees (WDCs), District Tribunals, Area Councils, Boards and Executive Committees, National Assembly, and Cabinet. Media advocacy programmes are also conducted on the importance of women representation and participation in civil and political decision making. The project will also contribute to the implementation of the National Action on Women Peace and Security currently be led by the Ministry of Gender and women empowerment

**Engagement with Non-State Actors - Inter party Committee**
The Inter-Party Committee (IPC) and its women and youth branches aim at increasing women political participation at national and local levels by introducing and implementing political parties' bylaws and

policies like the quota systems among other things that favor and ensure the selection of women candidates for electoral seats and in the political parties' leadership positions. The women branch of IPC will establish a mentorship unit to sustain capacity building and mentoring of potential female candidates and newly elected women leaders. This mentorship will build on the good practices and lessons learnt from the initial mentorship schemes supported by the previous PBF project on women and youth participation in decision making.

**United Nations Strategic Framework in The Gambia**
The design of this proposal also complements on-going efforts like the national action plan for the implementation of the Women Peace and Security agenda 1325, SDGs, UN engagements, SWAP commitment, UNDAF and strategic framework that aim to promote gender equality and the consolidation of peace. UN interventions in The Gambia aim to foster a culture of participatory and collaborative governance based on principles of human rights, accountability and leaving no one behind. In order to achieve this, the various layers of leadership within the public, political and civic spheres need transformation to promote participatory politics and inclusion of more women in elective seats. Accordingly, the United Nations Development Assistance Framework (2017-2022) has focused on increasing the capacity of Government and civil society organizations to design and implement comprehensive programmes to reach marginalized women, youth and adolescent girls including those at risk of gender-based violence. In addition, the project contributes to the achievement of the PBF strategic result framework of the country specifically on results 1 which states that "Gambian government and political actors are able to carry out key transition processes and reforms in line with recognized good practices" and result 6 "Women and youth empowerment is promoted to enable meaningful participation in local and national decision-making."

Furthermore, the various engagements, intervention and focus for this project will be complementary to the other Gender promotion initiative (GPI 2.0) project for the Gambia. This project is focusing on political participation and women leadership, while GPI 2.0 will focus on other forms of women empowerment. Also, geographical coverage will be different in ensuring more women benefit from the various initiatives and intervention.  The capacity building of CSO on this project is focusing on politics. In 2019, the Government of The Gambia requested the United Nations for assistance in advance of December 2021 Presidential elections, April 2022 National Assembly elections and May 2023 local government elections. Subsequently, an Electoral Needs Assessment (ENA) was conducted in September 2019 and the Needs Assessment Mission (NAM) report identified various needs and recommendations for support ahead of the 2021-2023 electoral cycle, including  supporting the IEC in its efforts to make the electoral process as inclusive as possible through implementing measures to promote the participation of women, youth, diaspora and people with disabilities- including through targeted trainings, capacity development initiatives and civic/voter education activities.

Other recommended areas for potential support that indirectly support women empowerment in political participation and decision making included:

- Support to the Independent Electoral Commission (IEC) to undertake the electoral reform process; strengthen IEC's outreach and communication capacity; and setting up a mechanism for regular stakeholders' engagements and consultations especially with political parties.
- Support relevant institutions engaged in the reform process, including the IEC, Constitutional Review Commission, the Ministry of Justice, and other relevant entities on issues related to national consultations for reform, and within the scope of the new electoral support project.
- Support local dialogue mechanisms and initiatives, including assisting in enhancing dialogue (especially with the participation of youth, women, community leaders etc) and conflict

prevention mechanisms in The Gambia which can prevent and mitigate potential election-related violence; Supporting training activities, and the organization of workshops, on issues related to electoral security including by organizing trainings for the police on election security matters.

● Working with the Civil Society Organizations (CSOs) and media for continued support to CSOs including on issues related to voter education; support national efforts in enhancing the capacity of media on electoral matters including the professional coverage of elections.

This project will complement the ongoing elections project being implemented by UNDP by specifically strengthening the legislative framework and capacity of women to participate in decision making processes including the 2023 local council election. Election related activities will be implemented in consultation with the Chief Electoral Officer/EAD.

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

**Strategic Gaps from the previous implementation**

This project will address some of the strategic gaps within the women empowerment and leadership sphere. The focus will be on gaps within i) the legal and policy framework; ii), within the political party structures; iii) within the communities that nurture the root causes; and within the IPC structure:

a) The current legal frameworks are not effective enough towards getting more elected women in leadership positions because the policies and legal documents in their current state are not gender transformative enough to consider the peculiarity and constraints women face in their participation in politics and leadership; Even though the laws do not specifically ban women participation, but  their current state did not factor in specific bottlenecks that exclude women participation in the process. The laws and policy are gender blind hence women cannot participate effectively. The current District Tribunal Act did not make provision for the selection of women to the position of district heads or village chief. But with the revision of the Act, provisions will be made in allocating specific quota or number of women to be nominated into the local council governance structures, which in the long term will lead to more women being nominated and positively influence the negative perception of women in leadership.

b) The political parties in their current states do not have an enabling environment that supports the participation of women in leadership roles, currently women are involved as mobilizers and voters but not to be voted for as elected leaders. Also limited access to the financial resources to actively participate in the election process is a major gap within the current political party structures. The leadership structure within the political parties only has men in key strategic positions and that gives them privilege to make decisions on the nomination of candidates for election, which always goes in favor of their fellow men.

c) The project will also engage community structures and leaders, religious leaders and women groups to address patriarchy that fuels social norms, which are primarily what inhibits the active engagement of women in leadership and political participation.

d) The Inter-Party Committee (IPC) established Women and Youth branches to promote political participation of women and youth and increase their representation in the National Assembly and Local Councils. However, the two branches remain weak due to limited resources and capacities to undertake their mandate. The Women Branch of IPC is instrumental in advocating

for the selection of women candidates by political parties to vie for elective seats and mobilize support for their elections during campaigns.

e) The UNDP's support to the electoral cycle and democratic processes in The Gambia project (2020-2022) contributed to voter education throughout the country and an increase in registered voters from 886,578 (in 2016) to 962,157, with women comprising 57% while young people, between 18 and 35, comprised 58%. Interest by women to vie for National Assembly seats in 2022 increased, with 19 women nominated as candidates for the first time in The Gambia but only 3 were elected, the same number as 2017. The project interventions have also contributed towards strengthening transparency and accountability of the electoral process, promoting elections credibility, and building capacities of electoral stakeholders. But the project did not have enough resources to undertake interventions for targeting women participation in elections both as voters and candidates.

f) This project will therefore build on the achievements made by the elections project by consolidating gains in women participation in electoral processes, advancing approaches for increasing women participation in decision-making processes and advancing the affirmative action of women's 30% representation in governance and political process.

**Previous PBF projects that provide Complementary Functions**
Past and ongoing UN interventions provided base, and lessons learned for the implementation of this project. The PBF funded leadership and accountability project worked on the institutionalization of IPC, WOBIPC and YOBIPC and their interventions for increasing the number of women elected to offices at national and local levels, including the establishment of mentorship units. This new project will use this platform to conduct advocacy for the establishment and implementation of legislations, strategies and policies that promote gender equality in politics.

**UNFPA with funding support from UN Women in collaboration with Gender platform**
Developed women reservation bills and presented them in the National Assembly through a private member bill. Advocacy was conducted and lobbying workshops organized for members of the national assembly, but the bill was not passed into law due to the following obstacles. This project will complement the effort of the previous one on the bill. The project will build on some of the lessons learnt in representing the bill to members of the national assembly and ensure passage of the bills thereby increasing women representation in the National assembly.

**The Women and Youth Project implemented by UNFPA, and UNICEF** contributed towards the participation of young women and men in the political process through training and mentoring of young women with skills on effective engagement of voters, campaigns management and community mobilization. While the project was able to build the capacity of a critical mass of young women who would like to contest for political leadership, many of the women were provided with skills to engage effectively in the political process and this led to Seven of the trained women participating in the last electoral process. However, many of the women who contested for various positions in the election lost due to poor campaign funding and negative communities' perception which led to negative publicity about the women on social media. The project worked more closely with civil society organizations and women-led grassroots networks which led to the nomination of the only female chief in the local governance structure. This project will build on these results and work very closely with grassroot women advocacy groups to develop key messages that will be used to raise critical awareness, promote, and advocate for the inclusion of women in decision making. The project will use participatory methodologies to meaningfully engage community members using diverse participatory tools. The tools are user friendly, interactive and use locally available materials to conduct deeper analysis of their situation and identify actions to address them. The evaluation report indicated the need to scale this intervention using this approach in other communities and to advocate and support

the revision of the tribunal act in ensuring sustainability and scalability of results and achievement. The goal, strategy and approaches proposed for this project is informed by the recommendation of the evaluation report from the previous project.

**UNFPA in partnership with WFP implemented the PBF Climate change project** which focused on making rural women resilient to climate change by creating alternative livelihood. The project established a community empowerment center which is creating economic empowerment opportunities for women who lost their livelihood due to climate induced risk. This center is currently generating income for the community and meeting the needs of vulnerable women and girls especially the adolescent girls. This center is self-sustaining as it provides livelihood opportunities for women who lost farmland to climate change and income and products from the center is also meeting the needs of the adolescent girls. This is the model that will be employed for the economic empowerment resource centers, which will be a place for training, mentoring and capacity building, while the income from this center will be used to support female candidates irrespective of their political parties' affiliation. The Livelihood component of the resource center will entail setting up a viable business opportunity which will be jointly owned and led by the community and women led organizations. The profit from the business will be used to support community mobilization for female aspirants in form of logistics, communication, and visibility materials, and cash transfer for women leadership (CT-Women Leadership)

**UNDP in partnership with UNICEF implemented the Leadership and accountability Project** that contributed to the institutionalization of the Inter-Party Committee (IPC), the establishment of Women Branch of Inter-Party Committee (WOBIPC) and the Youth Branch of Inter-Party Committee (YOBIPC). The two branches were created to lead IPC's interventions for increasing the number of women elected to offices at national and local levels, including the establishment of mentorship units; advocacy for the establishment and implementation of legislations, strategies and policies that promote gender equality in politics. The two branches were established during the last year of project implementation and their interventions were therefore limited, apart from few capacity building activities in the areas of leadership skills, communication, and political dialogue. WOBIPC was also involved in supporting female candidates for the National Assembly through advocacy sessions conducted through community radios and national televisions with emphasis on awareness creation among the voters on the importance of women leadership in the National Assembly. This project will therefore build on these results and work with the IPC and its two branches to assist in advocating for gender friendly legislation and policies, awareness creation among the voters on the importance of voting for women leaders during the 2023 local elections, among others. Support will also be channeled towards strengthening the capacities of WOBIPC and YOBIPC at the national and local levels to effectively promote political participation of women, including young women. Participatory methodologies will be used to meaningfully engage and create awareness among the community members using community radios, town hall meetings, jingles among other tools. The evaluation report, once finalized, will provide lessons and recommendations that will inform project approach and interventions to enhance impact and sustainability.

**Violence Against Women in Context of Election**
Violence against women in public office and political leadership is a common occurrence in the Gambia and this was escalated in the presidential and National Assemble elections. In addressing these concerns, the project will support availability of data on violence against women in election spaces both at the national and the community including online, this will be in cooperated in the research component. The availability of this data will provide evidence for programming and policy response. Also working closing with Inter-Party Committee (IPC) and its branches, we will incorporate ethical standards and capturing cross-cutting and intersectional identities and forms of discrimination to ensure no woman is left behind in the National Gender strategy. Also, in providing linkage with other project like the GPI 2.0, We will work closely Security forces and police because they are critical for

21

preventing and responding to violence Against women given their duty to ensure public safety in political and electoral processes and carry out operational planning for electoral security.

**Government Commitment and political will for women Empowerment**
The regional governors for these two regions where the resources center will be sited have promised to allocate existing structure for the establishment of the resource's centers. This is a strong demonstration commitment from the side of the government. These governors have indicated willingness to work with the project team and community structures to implement the project. Also, the project was well discussed with the Minister of Gender for her commitment and byin. The ministry of gender has indicated to take the women reservation bill to house of assembly for representation for approval.

| Project name (duration) | Donor and budget | Project focus | Difference from/ complementarity to current proposal |
|---|---|---|---|
| Young Women and Men as Stakeholders in Ensuring Peaceful Democratic Processes and Advocates for the Prevention of Violence and Hate Speech November 2020-November 2022 | PBF Funded Project US$ 2, 160, 500 | Addressing institutional barriers (such as exclusion from decision making) for young people, strengthening youth capacity for engagement and participation in governance and leadership, and to address hate speech and counter fake news and misinformation of young people. | The project focus was the youth in general and specific attention was not paid to the young women. The new project will cover this gap and complement work by consolidating work on political participation of young women through the Youth Branch of Inter-Party Committee and its regional branches that were established by the project, while supporting interventions for capacity building and mentoring of young women leaders to assume positions of power, influence and decision making at all levels. |
| Leadership and accountability Project  January 2020-July 2022 | PBF Funded Project US$ 1,649,996.5 | Contributions towards transparent and inclusive exchanges between rights holders and duty bearers; strengthen dialogue of political parties and actors to avoid further political polarization. | This project complemented work on institutionalization of IPC, WOBIPC and YOBIPC and their interventions for increasing the number of women elected to offices at national and local levels, including the establishment of mentorship units; advocacy for the establishment and implementation of legislations, strategies and policies that promote gender equality in politics. |
| Women and Youth participation in decision-making processes and as agents | PBF Funded project- $1,300,000.00 - | The project contributed towards the participation of young women and men in | This project will further consolidate and build on the gains made since its focus was on increasing young women and men's participation in decision |

| | | | |
|---|---|---|---|
| of community conflict prevention (2018 – 2020) | | political decision-making processes. | making processes which has synergies with this project. For example, some of its components such as the mentorship programme for women and engagements of VDC's and WDC's will be built on and strengthened to increase women political participation. |
| UN Women/UNFPA Joint Programme July – December 2021 | UNWOMEN- $20,000.00 | The Initiative contributed towards the advocacy of the constitutional amendment bill (the reservation of parliamentary seats for women) | This initiative is complementary to the project proposal in that it supported the quota system for women representation (reservation of 14 seats for women including PWDs) at the national assembly in 2021, the project will build on some of the lessons learnt in representing the bill and increasing women participation. |
| Climate Conflict Project: Implemented by WFP (lead agency) UNFPA and ITC January 2020 – January 2021 | US$1,700,000.00 | The project registered an increase in peaceful actions in many of the communities the participating agencies collaborated on activities such as community dialogue sessions which contributed to improving the capacity of the youth and women in the community's advocacy and leadership | Establishment of the Reusable Menstrual Pad Production Center -15 young women including female farmers trained on the production of the washable reusable menstrual pads. This is an innovative solution geared towards promoting the use of climate friendly products and diminishing dependency on natural resources through income diversification. The center is currently managed by the community and generates income that can be used to address other emerging needs and concerns of women. |
| Support to the electoral cycle and democratic processes in The Gambia 2020-2022 | UNDP TRAC resources US$2, 909, 880 | The project interventions have contributed towards strengthening transparency and accountability of the electoral process, promoting elections | This initiative will complement support to the electoral cycle project by consolidating gains made in women participation in electoral processes by advancing approaches for increasing women participation in decision-making processes and advancing the affirmative action of |

| | | credibility, and building capacities of electoral stakeholders. It also contributed to voter education throughout the country and an increase in registered voters from 886,578 (in 2016) to 962,157, with women comprising 57% while young people, between 18 and 35, comprised 58%. Interest by women to vie for National Assembly seats in 2022 increased, with 19 women nominated as candidates for the first time in The Gambia but only 3 were elected, the same number as 2017. | women's 30% representation in governance and political process. |
|---|---|---|---|

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

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

**Project Overarching Goal:** The project overall goal is to increase the participation and number of women in political and decision-making roles especially at local governance structures in a sustainable and inclusive manner. The strategic approach adopted is around three pillars: i) strengthening national legislation and political parties' bylaws – notably through the establishment of quota systems, ii) building capacities of a range of stakeholders including CSOs, youth and influential leaders to increase the number of women in leadership positions and in decision-making platforms at the community level, and iii) empowerment of aspiring women political leaders through capacity-building and support for community mobilization to increase their financial and social capital within the communities.

The current laws and policy framework are not transformative and inclusive enough toward women and they are gender blinds. The challenges and bottlenecks faced by women in attaining leadership roles and participation in political leadership are not factored in within the laws hence the continuous exclusion of women in leadership and weak participation in political governance.  The laws will be reviewed in ensuring all loopholes within the laws that inhibit the participation of the women in politics, governance and leadership will be addressed in ensuring the laws are inclusive and transformative toward women participation. In addition, barriers faced by women within the political

parties will be addressed through quota systems through bylaws. The project will engage political parties in ensuring a more inclusive process in the nomination of candidates for election through the establishment and use of a quota system. The quota systems within the political parties will ensure one - third of candidates' seats, various others leadership positions within the political party structures like board members and executive committee member. The project through advocacy will also push for quota systems within Government appointments like political appointment in the cabinets as Ministers, Head of Agencies, Permanent Secretariate, available are allocated to female candidates. This includes that within the party leadership structure, one - third of the leadership positions should be set aside for women, in the framework of the quota system.

Furthermore, enhancing women's roles in local peacebuilding mechanisms and local governance structures like the Local Councils, these local platforms will coordinate and lead peace conservation in the communities. Women are excluded from these community structures due to the issues of social norms and gender inequality that see women as not capable of leading and their participation is only limited to domestic chores. The project will also focus on addressing concerns in political leadership at the community levels through awareness raising, townhall conversation and dialogue sessions with key stakeholders including religious leaders. These various engagements will be geared toward changing the negative perception of women participation in leadership including at the local governance structures. Furthermore, the continuous marginalization of women from the political and leadership spaces will be addressed using the various engagement with duty-bearers in the communities, political parties at the national and regional level and legal reform framework.

The project will also set up women empowerment resource centers with an objective of building the financial and social capital of female candidates within the community and among the electorate through training, mentoring, experience sharing and building social networks. The economic livelihood is a component of the resource center that involves setting up a viable business opportunity that will provide for aspiring women political leaders. Such project component will be jointly owned and led by the community and women-led organizations.

The economic livelihood will be a multi-layer's approach that empower two categories of women at different levels. The first layer beneficiaries will be women within the community engaged in livelihood initiative and economic empowerment, while the second layer of beneficiaries will be the female candidates who are supported financially for their political campaigns. The project will establish two resource centers in CRR and URR regions, the resources center will be located within exiting structures in the community. The structure will be donated by the community, and this will foster community ownership and sustainability of the project. The selection of the location is based on the indices of the regions, prioritize was given to the regions with low indicators in terms of women participation in political and leadership. These resources centers will be a learning space for women, provide opportunity for social engagement for the women especially female candidates and provide networking platforms for the women.

The project will be supporting the setting up of income generating activities within the resource centers. This income generating activities will ensure access for campaign funding for female candidates. Women within the community will be identify and engage on the economic livelihood opportunities established within the resource's centers. The specific income generating activities within each center will echo with exiting income potential both in terms of market environment and variability of end products for profits proposes. Market assessment will be conducted to ensure there will be enough customers to generate good revenue and the generated revenue will be used to support the campaign of aspiring candidates.

The resources centers will reach several layers of the beneficiaries, the community women will be

engaged in the livelihood opportunity, the women leaders will benefit from training, capacity development and building of their social capital within the community for both elective and normative positions purposes, finally the female candidates who will be support with campaign funding. The first level will be rural women and will be responsible for producing the livelihood products for market purposes and this will be funded under the project, then the sale of these products will generate income. The income generated from the livelihood will be used to support female candidates for campaign purposes. The disbursement of the funds will be based on developed guidelines which will factor sustainability plans for the funds to ensure female candidates always have support from the centers.

These economic livelihood opportunities will be set up in the resources center, the profit from the business will be used to support female candidates' logistical needs for community mobilization with communications and visibility materials. The livelihood opportunity will continue to sustain the resource centers to support more women in leadership at all levels. The women resources centers will not only represent a vehicle of financial support for aspiring women political candidates as they will also innovatively address the capacity concerns of a lot of female candidates in presenting issues-based campaigns, community mobilization and voter education for the electorate. As part of the sustainability of the center, the livelihood opportunity will generate funds to keep running the centers and support more who have political ambition, Also the hall within the resource center will be rented out to generate income to the center viable event at the close of the project.

The two resource centers will be in the Wuli community in the Upper River Region and Jarra Central in the Lower River Region. We are in discussion with the governor of the regions to identify available existing structures that will be refurbished for this purpose within these communities. The exit strategy for the center is to make the resource centers self-reliant through the income generating activities and the economic livelihood component. The centers will also have a training hall that will be rented to generate funds.

For the options of livelihood, we are looking at the establishment of sanitary pad production; because this set up was done in URR in Basse and in KMC and has shown to be successful. Even the governors of these regions have also requested for this initiative to be sited in their regions because of the impact they have seen in another region. The second option of economic livelihood is the establishment of community gardens using irrigation farming and livestock farming for rural women. Similar project was implemented by ITC in the Gambia with a human security trust fund. Report of the market feasibility assessment indicated there is a readily available market for the products. So, these will be considered for the economic livelihood in the proposed locations, and this will form a bedrock of the sustainability and exit strategy for the project. The center will provide a platform for women to build the social capital of female candidates within the community and among the electorate through training, mentoring, experience sharing and building social networks. This will increase their chances of winning elections. This methodology has shown to be effective as seen previous PBF project in addressing the climate change. The project supported the setting up of reusable menstrual pad as alternative livelihood for rural farmers. This center provides job opportunity for rural women who has lost their farmland due to climate change and the products from the livelihood opportunity is also meeting the need of young girls and keeping them in schools

The negative and deconstructive gender roles, religious beliefs will be gradually addressed using various entry points like the community town hall conversions with key stakeholders (Religious leaders, chief and traditional Leaders). Media discussions, jingles and campaigns using the community radios, outreaches to various network, ward development meeting and the use of traditional ceremonies raising discussion on women leadership.

**Implementation Strategy:** As part of the implementation strategy the project will engage, advocate,

and support more women to be involved in leadership roles through nominative and elective routes to leadership positions in the community, as well as capacity building and mentoring for women and young women. The main beneficiaries of the project will be women, young girls, men, and boys (advocate and champion for more leadership roles). Partnership will also be fostered with Civil society organizations, women led advocacy groups and networks. The government will be a key ally in achieving the targets of the project while at the community level, we will work with religious leaders and traditional institutions to influence their support to open the space for women's participation. The project will work with the IPC (including its women and youth branches), key government departments, as well as young women and community structures to mentor, engage and advocate for gender inclusive decision making and opportunities for women in politics.

a) Provide a **project-level** '**theory of change'** – explain the assumptions about why you expect the project interventions to lead to changes in the conflict factors identified in the conflict analysis. What are the assumptions that the theory is based on? Note, this is not a summary statement of your project's outcomes
b) *(Note: Change may happen through various and diverse approaches, i.e. social cohesion may be fostered through dialogue or employment opportunities or joint management of infrastructure. The selection of which approach should depend on context-specific factors. What basic assumptions about how change will occur have driven your choice of programming approach?)*

| Results | Assumptions |
|---|---|
| Enhanced women participation in local peacebuilding mechanisms and local governance structures (Local Councils, Village Development Committees, and District Tribunals, as well as Village Heads)[13] | Increasing the number of women in elected and nominated positions (Village heads, District Tribunals, Village Development Committees and Local Councils) will enhance and engender sustainable peace, conversation, and outcomes. |
| Passage of women reservation bill and implementation of the disability law to increase the voices of women in peace infrastructure at the national level. Political parties institutionalized 30% quota systems for all candidates presented for elections as a requirement within the electoral laws. | Engendered legal frameworks at the national and local levels and within political party structures will ensure the participation of women in the political decision-making process. Addressing the underrepresentation of women through laws, legal systems and guidelines that make provision for equitable participation of men and women will promote peace and prevent conflict in the community. |
| Negative social norms on women participating in leadership are reduced among community leaders, religious leaders and village chiefs and heads. | Addressing negative social norms, traditional religious beliefs and cultural perceptions that inhibit women's participation will lead to an increase in the visibility and recognition of women as stakeholders in peace- and state-building activities and as actors and as facilitators of peace. |

---

[13] (Björkdahl 2012: 291)

| | |
|---|---|
| Young people (70% women and 30% men) are empowered to advocate and engage with local and regional authorities for more participation of women in politics and leadership positions at all level. They are empowered as voters and influencers to promote the participation of women in coming elections and all other elections. They are also empowered to take a critical look at the pervasive mindsets that reserve leadership positions to men. | Empowerment followed by strong advocacy and engagement of young people (both women and men) with local and regional authorities, will create more space for women in politics and leadership positions, and will change the mindsets about low leadership capacities of women. Young people will strengthen the movement for a greater acceptance of women in politics and leadership positions. |
| Mentors and provide skills to 90 female Candidates to contest for elective office and participate in normative position in the communities | Leadership development, mentoring and coaching of prospective women leaders will enhance active and productive representation and participation. |
| Provide economic support for female candidates to fund their campaign and improve on community social capital | Due to the high cost of community mobilization, improving economic opportunities for women will enhance their social networks and successes in the electoral process. |

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

**Outcome 1:** Enhanced legal framework, policies, and political parties' bylaws in place to increase women political participation and leadership

**Summary of Outcome:** This outcome envisions successful passage of the Reservation Bill, the amendment of the District Tribunal Act as well as the operationalization of gender strategies to hold duty bearers accountable and mainstream quota systems across political parties. This outcome will also foster partnership with civil society organizations in scaling up advocacy on women leadership.

**Output 1.1:** Strengthened knowledge, policies, legal frameworks, and institutions to support women's political participation and leadership

1. **Activity 1.1.1:** Present the women Reservation Bill in the National Assembly and support the constitutional review in promoting women participation in leadership at the national level (*This will involve engaging a consultant to work on the draft bill, organize consultations, lobbying, meeting of the Member of the Parliament and Training and awareness sessions*)

2. **Activity 1.1.2:** Conduct advocacy to members of the parliament, law makers and policy makers on the women reservation bill and the District Tribunal Act through lobbying, consultations, town hall meetings and training and capacity building sessions in the passage of the new and amendment for the existing law

3. **Activity 1.1.3:** Develop gender monitoring strategy for the New Development Plan (NDP) to guide the implementation of gender affirmative actions and increase the number of women in elected and nominated positions of leadership.

4. **Activity 1.1.4:** Organize awareness campaigns on available laws, developed gender strategy for the political party by the IPC and adopted quota systems across electoral cycles by the IPC's women's branch, the Gender Platform, and other relevant women's organizations among key stakeholders and influencers

5. **Activity 1.1.5:** Conduct Advocacy among key community stakeholders (community influencer, traditional chiefs, and women's groups) on review of the district tribunal that will ensure inclusion of women as leaders and members in the local councils' structures

This activity will reach out to these 3 groups (community influencer, traditional chiefs, and women's groups) using a community adaptable approach to engage like the town hall conversation or/and community dialogues session in different communities within the targeted project regions.

This activity will be contributing to the advocacy efforts to address negative social norms, the advocacy will target specific groups in the community on the importance of women inclusion in the local governance structures. The reason we are taking the advocacy to them is because the process of reviewing the district tribunal will involve community consultations. So, a good understanding of these issues will ensure their buyin in ensuring women involvement in community leadership.

The main objective of these meetings and dialogues with this group is to get their support in the review of the district tribunal and ensure the inclusion of women in the local council structures. This is very important because of the strategic roles these groups play in both reviewing the tribunal act and implementing the reviewed ACT at the community level. Also, it will ensure ownership of the review process and give a sense of responsibility. The conversion will involve the use of participatory tools in identifying the issues and finding possible solutions. This activity will also ensure more involvement of the community structure in ensuring nomination of women do not have negative consequence on the women and ensure the DO NO HARM principles is upheld. The meeting with these three groups will be held differently but with the same messaging and advocacy tools.

6. **Activity 1.1.6:** Conduct advocacy engagements with the Ministry of Justice, Ministry of Gender, Children and Social Welfare in the implementation of existing legal instruments like the women amendment Acts that promote women political participation and leadership

**Output 1.2:** Establish and implement quota systems for political parties and local governance to increase the selection of female candidates

1. **Activity 1.2.1:** Support the political parties and Inter-Party Committee (IPC) to establish and/or review gender strategy for political parties to mainstream quota systems in selection of candidates for elective seats including implementation plan.

2. **Activity 1.2.2:** Produce simplified version of the gender strategy/bylaws developed in collaboration with the political parties, translate into local languages and disseminate to the public and election commission

3. **Activity 1.2.3:** Train Local councils, community leaders, members of women's wings of political parties, Inter-Party Committee and its women and youth branches at national and regional levels on available legal framework that promote women empowerment including the implementation of the gender strategy within the political party

   This activity is not about supporting the implementation of the national/regional levels available legal frameworks, but the focus is building capacity of targeted audience through TOT training for continuous capacity building and effective engagement on the available laws that promote women empowerment.

4. **Activity 1.2.4:** Build the capacities of CSOs to lobby for quota systems framed in political parties' bylaws and national legislation through the Women Reservation Bill

5. **Activity 1.2.5:** Support the Inter-party committee and the political party to develop, review, adopt and sign pledge commitment to the women participation and implementation of the quota systems. *(This is like the signing of peace accord signed by political party during the presidential election; it is a strong tool of commitment)*

**Output 1.3:** Knowledge Management documents produced

1. **Activity 1.3.1:** In-depth research study and evidence generation on impediments to women's political participation in The Gambia, including recommendations for action, to be disseminated to the national and local stakeholders.

2. **Activity 1.3.2:** Documentation and promotion of success stories from programme interventions including capturing stories from women-led-peacebuilding organizations and developing policy briefs, positions paper and training manual as knowledge products from the project.

3. **Activity 1.3.3:** Organize cross learning and fertilization of ideals and strategy among Seyfou (traditional chiefs), Council Members between community with results and programmes outcome in terms of women leadership and political participation with community within poor performance indicators in course of the project implementation

4. **Activity 1.3.4:** Support the ministry of local government to collect, review and analysis data on women representation within the local and national level
   The activity is addressing a challenge we have raised in the rationale, where there is a lack of gender disaggregated data of women in leadership both at the national and communities' level. The Ministry has the statutory responsibility for collection of this data, but due to inadequate capacity they are unable to perform this role. This activity will support the ministry in building capacity for this routine data collection process and address some of the bottlenecks the ministry is faced with.

**Outcome 2:** Enhanced women leadership in community-level governance structures

**Summary of Outcome:** This outcome is focused on the various engagement with non-state actors like the civil society organizations, community structures, inter party committee, women groups and young

women networks in order to strengthen women's political leadership in community-level governance structures.

**Output 2.1:** Strengthened conditions at the community-level to enable more women leaders in local political and decision-making platforms

1. **Activity 2.1.1:** Building capacities of existing and incoming women leaders within the community to promote quality representation and exemplary leadership on the various leadership platforms on effective grassroot mobilization for participatory action and development of community Action Plan on good governance

2. **Activity 2.1.2:** Engage VDCs, Ward Development Committees (WDCs) and Technical Advisory Committees (TAC) to promote women's participation in community leadership and political platforms as part of the grassroot mobilization for more women participation

   This activity is meant to address all community related activities geared toward addressing negative social norms, patriarchy, and negative perception of women in leadership positions. Then leadership positions into VDCs, Ward Development Committees (WDCs) and Technical Advisory Committees (TAC) are solely based on nominations by the ministry of Local government at regional and community level. Engage here means all forms of community actions that will be adopted to reach this group of people in changing the current statue Cho and ensuring more women are nominated into leadership positions. Several approaches will be employed in the difference community, detail on specific approaches will be based on community diagnosis of the issues specific to each community.

3. **Activity 2.1.3:** Train the traditional communicators, media personality in radio, TV and social media to promote women's leadership at all levels including grassroot level through creative art and performance in traditional occasion and festival

4. **Activity 2.1.4:** Engage men and boys, community structures, and traditional & religious leaders and communicators to organize awareness sessions to address negative cultural norms and promote women's leadership in politics and decision-making processes in the community In addition to organizing awareness sessions this critical stakeholder group including male traditional and religious leaders will be engaged through 'men only schools/groups' which will be given a local name that is relatable and set up in the target communities. These groups will be educated on an existing manual 'the women empowerment manual' which was used to educate and sensitize women groups in communities on a range of topics from political participation to body rights under the PBF project strengthening access to justice community policing and effective SGBV'. The manual will be slightly reviewed to include the critical role of men and how they can positively empower their female counterparts breaking harmful social norms and patriarchy. The empowerment program for women groups initiated under the ROL Project was highly impactful as the trained women groups are now empowered and have increased knowledge on GBV, Political participation, SRHR amongst others. Some empowered women groups have gone further to set up local conflict mitigation committees where cases of domestic violence and GBV amongst others are reported for escalation or local mediation.

5. **Activity 2.1.5:** Organize mass media discussions, TV, print media, social media and radio jingles and campaigns using the community radios to raise awareness and promote message on women participation in leadership in the community in addressing social norms
6. **Activity 2.1.6** Advocate to the Ministry of Lands and Local Government in collaboration with communities and local governance structure to appoint more women to serve as Chiefs in their districts and to sit in district tribunals where decisions concerning women are made
7. **Activity 2.1.7:** Train the traditional communicators to promote women's leadership at the grassroot level

**Output 2.2:** Youth empowered with knowledge and skills to support women's political empowerment meaningful participation in politics, electoral and decision-making processes

**Activity 2.2.1:** Organize trainings for and engage young people (70% women and 30% men) and youth networks on voter education, community dialogues, advocacy, and leadership, in favor of women's political leadership

**Activity 2.2.2:** Support young leaders (women and men) and youth networks to organize community dialogues and advocacy with local leaders and authorities for the promotion of more women's participation in local authority structures, including local councils, VDCs, WDCs, TAC and heads of district tribunals and chiefs.

**Activity 2.2.3:** Identify and train young people (men and women) on women in politics and leadership positions, and support community engagement with young people

**Activity 2.2.4**: Support the Youth Branch of Inter-Party Committee (YOBIPC) to carry out voter education campaigns on change mindsets around women political candidates/leaders and targeting supporting young women and men

**Outcome 3:** Strengthened conditions to advance women's political empowerment through aspiring women candidates capacity-building and sustainable campaign-funding schemes

This outcome is aimed at enhancing the competencies of women for participation in elections through the women empowerment and resource centers. The centers will provide opportunities to build the social capital of female candidates within the community and among the electorate through training, mentoring, experience sharing and building social networks. The women resource center will have a component of livelihood that supports electoral campaigns for female candidates and women leadership.

For the options of livelihood, we are looking at the establishment of sanitary pad production; because this set up was done in URR in Basse and in KMC and has shown to be successful. Even the governors of these regions have also requested for this initiative to be sited in their regions because of the impact they have seen in another region.

The second option of economic livelihood is the establishment of community gardens using irrigation farming and livestock farming for rural women. Similar project was implemented by ITC in the Gambia with a human security trust fund. Report of the market feasibility assessment indicated there is a readily available market for the products. So, these will be considered for the economic livelihood in the proposed locations, and this will form a bedrock of the sustainability and exit strategy for the project.

**Output 3.1:** Established and operationalized community-driven and sustainable campaign-funding schemes

1. **Activity 3.1.1:** Support two women-led community-based organizations to establish economic livelihood that generate funds to support women's participation for their political participation and leadership more broadly. *(This will include seed funding and initial startup expense for the commencement of the livelihood opportunities in both locations)*

2. **Activity 3.1.2:** Support the Inter-Party committee to develop and implement resource mobilization strategy to mobilize resources for female candidates for local elections and beyond

3. **Activity 3.1.3:** Support the mobilization and campaign support for potential women leaders for female candidates

**Output 3.2:** Capacity building and soft skills acquisition for female candidates at the Resource Center

1. **Activity 3.2.1:** Support the refurbishment and equipping of two women resource centers in two regions as a safe space for women aspiring leadership and capacity building of the center team. *(The setting up will require procurement of some equipment that will be needed for the halls, offices, and minor painting and face life of the physical structures provided by the community The detail listing will be determined after an assessment of the location for each community. So, what we have now is an estimated cost which will not change much in term of the actual implementation)*

2. **Activity 3.2.2:** Train aspiring female leaders and contestant on grassroots mobilization, community organizing, public engagement, leadership, advocacy, and social mobilization strategies

3. **Activity 3.2.3:** Engage and capacitate grassroots women organizations and networks to mobilize support for aspiring female candidates

4. **Activity 3.2.4:** Support the various structures of the IPC and other relevant youth and women's organizations to facilitate mentorship of women as candidates in local elections

5. **Activity 3.2.5:** Strengthen the CSO and private sector and women's organizations to provide platforms like forums, conference and leadership submit for emerging and potential female leaders to share their visions and agendas and build their capacities to assume leadership positions.

6. **Support setting up**

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

The communities and regions selected for the intervention are based on the needs and gaps that exist in women participation in leadership structures. The regions with the lowest involvement and participation of women in various decision-making processes and platforms will be prioritized. The

composition of district tribunal, village development committee and local council membership formed the key indicators for prioritization of selected regions. The project will target three regions of the country out of the seven administrative regions of the Gambia namely, Upper River Region **(URR),** Lower River Region **(LRR)** and Central River Region **(CRR)** while development of research, guidance and policy framework will have a national coverage. The specific communities within the selected regions will be chosen based on consultation with the beneficiaries and the community at the project inception phase. Although the scope can evolve based on continuous learning through the implementation phase of the project. The project will focus on the establishment of two women resources centers and economic livelihood in the Upper River Region (URR) and Lower River Region (LRR). The selection of the regions for the resource centers is based on the indicators in terms of women in leadership. These selected regions have the lowest number of women in the local council. In addition, and in consultation with the key stakeholders within the regions. Both centers will support community mobilization to promote women's participation in leadership roles.

The various capacity building activities and engagement with the various stakeholders (CSOs, Youth Networks, Women Groups, IPC, WOBIPC, YOBIPC and Traditional Institutions) and political parties will be at the national level with specific focus on the Lower River Region **(LRR)**, Upper River Region **(URR),** Central River Region **(CRR).** The direct beneficiaries of the project will be 70% women who will include aspiring female leaders, aspiring young women, female politicians, women groups, and networks.

In collaboration with the community and inter-party committee 100 female candidates will be selected for various form of supports ranging from capacity building, campaign funding and mentoring. The remaining 30% of target population will be men and boys who will be engaged as allies, advocates, enablers, and facilitators for women's participation in leadership. As a component of the gender transformative approaches the men and boys will be engaged in building positive masculinity. In addition, other male beneficiaries will be the community members, religious and traditional institutions in the target regions as allies, partners and influencers of gender norms and traditions. The selection of the beneficiaries will adopt both formal and non-formal approach. The formal approach will be inclusive and transparent, reaching out to women through VDC's, women groups/kafos and having them express interest themselves after which they will be enlisted for support while the non-formal approach will involve getting nominations from the inter party committee and the Champion from the community. As part of the targeting, we will also consider young women who are interested in the leadership at all levels and political participation. Marginalization and harassment of women that wish to contest or express interest will be curbed by getting men and boys to be allies, advocate and support women participation and leadership in their communities. This will be sustained through their participation in the men only schools/Kafo's where they will continually be trained on women empowerment and leadership, GBV, SRHR amongst others this will curb negative social norms, patriarchy and favorably empower women.

The resource centers where the beneficiaries will receive most of the capacity building, build social network, mentoring programme for this project will be managed and run by civil society organisations. The CSOs will be involved in coordinating the economic livelihood opportunities and ensure the economic empowerment opportunity is self-sustaining. They will also work closely with the community, and her leaders and initiation to ensure right targeting and sustainability of the initiative.

The project will work with members of the National Assembly, Ministry of Justice and Ministry of Gender and Social Welfare in the presentation and passage of the Women Reservation Bill. Also, we will work with the Ministry of Lands and Local Government for review of the District Tribunal Act. In addressing the root causes and patriarchy system, we will work closely with the traditional communicators, community leaders, and religious leaders in promoting transformative gender norms

that encourage women political participation. We also work closely with young women organizations and networks to build a critical mass of young women who will be champions for women leadership through capacity building and mentoring.

The project will also build the capacity of CSOs, women groups, young women network and women led grassroot Organizations with about 40% of the total budget allocated to CSO interventions and engagement. The CSOs will be selected based on comparative advantage, previous engagement with the UN in the Gambia, physical and programmatic presence in the communities and strong community engagement on women empowerment issues.

The following partners will be considered for the project implementation across different outcomes and outputs. ActionAid International, Maa Foundation, MAA Foundation, Gender Platforms, Women Pathfinder, WANEP, Network Against Gender Based Violence, Women's Branch of the Inter Party Committee, Youth Branch of the Inter Party Committee, Activista, Gender Center for Empowering Development (GenCED), Women Boss and Peace Ambassadors.

The targeted districts, communities and chiefdoms within the regions will be selected consultatively with key stakeholders including the government based on prioritization of needs and relevance to the project, while all the activities directly targeting the nomination of women as chiefs or head of tribunals will be discussed with the Ministry of Local Government and the local governance structures within the community.

Given the limitation of funding only VDCs, WDCs and TACs within the 3 selected regions will be targets for various forms of intervention including capacity building, meetings, and town hall conservation.

## II.    Project management and coordination (4 pages max)
  a) **Recipient organizations and implementing partners** – list all direct recipient organizations and their implementing partners (international and local), specifying the Convening Organization, which will coordinate the project, and providing a brief justification for the choices, based on mandate, experience, local knowledge and existing capacity.

| Agency | Total budget in previous calendar year | Key sources of budget (which donors etc.) | Location of in-country offices | No. of existing staff, of which in project zones | Highlight any existing expert staff of relevance to project |
|---|---|---|---|---|---|
| Convening Organization:<br><br>**United Nations Population Funds UNFPA**<br><br>**Implementing partners:**<br><br>ActionAid International<br><br>GAMCOTRAP | 3.85 million USD | PBF<br><br>UNFPA Core Resource<br><br>Government of Italy<br><br>UNTFHS | UN House | 20 | Gender/GBV Programme Specialist<br><br>PBF Programme Manager<br><br>Gender programme Associate |

| | | | | | |
|---|---|---|---|---|---|
| Maa Foundation<br><br>Gender Platforms<br><br>Women Pathfinder<br><br>WANEP<br><br>Network Against Gender Based Violence<br><br>Ministry of Gender, Children and Social Welfare | | FGM Joint Programme<br><br>MPTF | | | |
| Recipient Organization:<br><br>**United Nations Development Programme (UNDP)**<br><br>Implementing partners:<br><br>Inter Party Committee (IPC)<br><br>Women's Branch of the Inter Party Committee<br><br>Youth Branch of the Inter Party Committee<br><br>University of The Gambia<br><br>The Association of NGOs (TANGO)<br><br>Activista<br><br>Gender Center for Empowering Development (GenCED)<br><br>Ministry of Local Government | 12.1 million USD | PBF<br><br><br>UNDP Core Resources<br><br><br>Government of The Gambia<br><br><br>GEF | UN House | 54 | Programme Specialist – Head of Governance<br><br><br>Programme Analyst – Governance<br><br><br>Chief Technical Adviser – Rule of Law<br><br><br>M&E Specialist |
| Recipient Organization:<br><br>**United Nation Children Funds UNICEF**<br><br>Implementing partners: | USD 7.8 million USD | UNICEF Core Resources<br><br>PBF | UN House | | Protection and Inclusion of Children Manager<br><br>Child Protection Specialist |

| | | | | | Child Protection Officer |
|---|---|---|---|---|---|
| Women Boss<br><br>Peace Ambassadors<br><br>National Youth Council | | | | | |

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

The project will have the full complement of staff across the three agencies that will ensure quality programme implementation, monitoring, and reporting. The personnel on the project will provide specific skills in ensuring quality implementation irrespective of the agencies contributing the staff. The budget contribution to the staff will be within the 20% allocated to human resources from the total budget across the various agencies. The project team will comprise of the following personnel and expertise; Gender Programme Specialist, National PBF Project Manager, IUNV Monitoring, and Evaluation Specialist will come from UNFPA, while Governance Specialist, National UNV Programme Officer, National Communication Officer, a driver will come from UNDP and UNICEF will host the Child Protection Officer.

The Gender Programme Specialist will provide overall oversight, leadership, technical guidance, ensure project quality assurance, ensuring gender issues are well mainstreamed at all levels of implementation. The Governance Specialist will provide technical leadership to the political parties engagement and election process including the engagement with WOBIPC and YOBIPC. The IUNV Monitoring and Evaluation specialist will be recruited to provide programme monitoring and ensure coordination of results among UN agencies and partners and ensure timely implementation of the project across agencies. The Child Protection Officer will coordinate the engagement with young women and come to the project with the youth expertise. While the National officers and programme Associate will coordinate activity implementation, support the management of the implementing partners, organize community engagement and structures are implemented in an efficient and timely manner.

The project will set up a steering committee, which comprises the technical staff from the three implementing agencies, PBF Secretariat, representative of Ministry of Justice, Ministry of Gender, Ministry of Lands and Local Government, representative from civil society organizations, young women networks, representatives of local governance structures and beneficiaries from selected communities. This steering committee members will meet quarterly to review project implementation, progress, and provide strategic direction. The project steering committee will work closely with other national technical experts in the country during the project implementation and monitoring processes. The project steering committee will provide strategic direction for the implementation of the project. This committee will also review project outcome, progress, and make decisions on any significant deviations as well as approval of annual work plans.

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

Overall risk level for the project is medium, even though the effect of socialization and urbanization is weakening cultural and social norms, patriarchal influences are still deep rooted in the fabric of the society. The project technical team will collaborate with community-based partners in ensuring appropriate communication of the issues ensuring adequate consultation is done in the communities.

| Project specific risk | Risk level (low, medium, high) | Mitigation strategy (including Do No Harm considerations) |
|---|---|---|
| Stakeholders especially government will not commit to the process of the women reservation bill | Medium | Scale up advocacy at the highest level<br><br>Direct participation of civil society and all national partners to mount pressure on the lawmakers in the passage of the women reservation bill and amendment of District tribunal Act<br><br>Regular monitoring and technical support provision to both the Government and the civil society<br><br>Support the Inter -Party Committee to engage the laws makers for the passage of the bills |
| Be perceptive to support some candidate and not all candidate | Medium | The support criteria will be clearly stated in the guideline.<br><br>The project will ensure all female candidates are targeted and supported with various forms of support which include capacity and campaign materials.<br><br>The inter party committee and civil society organizations who are neutral will lead the process of selection, prioritization and final support to candidates to reduce linkage with the UN agencies |
| Lack of trust between the community leaders, traditional leaders and the civil society organizations and Community based women groups | Medium | Focused and continuous engagement and dialogue with traditional and religious leaders especially traditional chiefs and elders using lessons learned. |

| | | Sensitization and empowerment of women traditional and political leaders to understand, mobilize for women protection issues including gender equality.

Dissemination of information on strategy and advantages on women inclusion in local peace governance structures |
|---|---|---|
| Weak capacity to generate gender disaggregated data and information in policy and programme design and implementation. | Medium | The capacity of implementing partners including women's local organizations and key policy makers will be strengthened to generate gender disaggregated data and information for policy and decision makers. |
| Possible push back from influential leaders (traditional, religious) in the community | Medium | Proper consultation and engagement will be carried out to ensure byin and support of the relevant stakeholder |
| Perception of the Government thinking the United Nations interfering in the politics of the country | Medium | Ensure we are working very closely with Civil Society in all implementations. While the United Nations will not be seemed but working behind the seen providing technical support to the CSOs. |
| Increase violence against women politicians, leaders, and activists | Medium | The community awareness session on the radio, in the community and on the social media will focus messaging on prevention of violence against women and female activist
As a protection mechanism, The the GBV helpline 199 will be further popularized, this is linked to a robust referral pathway such as the one-stop-centers which offers a range of services including psychosocial support for survivors across the country and the GBV Shelter.

We will work with other project to ensure availability of critical live |

| | | saving services for women who experience violence against women |
|---|---|---|
| Male resistance and hostility based on the perception that the project is predominantly women focused and fear that it will compromise historically existing male privileges. | Medium | Men and boys will be involved at onset of programme planning, design and implementation and monitoring as stakeholders, implementers, and beneficiaries of the project.<br><br>Adequate consultation, buy-in, lobby and advocacy sessions will be held with men and boys in getting them as allies for the project. |

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

The Project will reserve 6.5% of budget for the Monitoring related activities across all agencies while $50,000 will be set aside for project evaluation by the lead agency. The baselines and endlines of the project will be funded under project activity within Output 1.3. The team will develop and implement a Monitoring and Evaluation (M&E) Plan with dedicated support from M&E Specialists. The Project Steering Committee will oversee the successful implementation of this Plan by holding bi-annual meetings to discuss the status of project implementation, and to ensure efficient resource utilization, accountability, transparency, and integrity. In addition, the project technical committee will develop a joint monitoring plan for the project which will include supporting the implementing partners to develop their M&E plan that is directly linked with the overall project M&E plan to ensure they deliver based on the contractual agreement. A formative assessment and baseline assessment will be conducted at the beginning of the program, and the results will be used to provide benchmarks upon which targets will be drawn, and progress made measured. The implementing agencies will ensure effective implementation and coordination of activities through Joint monitoring, Joint programme implementation for some activities and in selecting implementing partners. Also, quarterly program reports and monitoring and evaluation meetings will be held by the project technical committee to review the preceding quarter and plan for program implementation of the next quarter. The review processes will be streamlined into existing quarterly and annual reviews. Knowledge and information sharing will be promoted among implementing partners to facilitate the exchange of information and make joint decisions on the next steps and the way forward.

The project will conduct a baseline assessment to give a concrete picture of the available data before programme implementation and assessment report will be based for the end of programme evaluation. An end of program evaluation will be conducted to establish the achievement of the program results. The Monitoring and Evaluation specialist on the project will support the development of tools to aid collection and documentation of results.

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

The project will build capacity of critical stakeholders, work through existing institutions, CSOs and existing community and governmental structures as part of sustainability of the initiatives. Participatory and community mobilization approaches to ensure ownership of project activities will also be employed.

The project will prioritize the development of exit strategies with both government and CSOs partners in the community of focus during its implementation as well as during routine monitoring and evaluation process. Efforts will be made to ensure adequate gender representation in the monitoring and evaluation teams and ensure that tools for assessing progress and results are structured, reflective and measure the planned differential impact on women, men, girls, and boys to determine whether results have been achieved.

As part of the sustainability and exit strategy, the project will capitalize on the capacity of actors built during the project implementation in various focus areas to keep the knowledge and skills within the communities even after the exit of the project. The different training and mentoring programmes for women, community leaders, village heads and political parties of the project are designed to ensure the implementing partners and non-state actors continue efficient engagement even at the end of the project cycle. The development of policy and legal framework will form a strong sustainability mechanism in enshrining the results achieved by this project.

Partnership with government and NGOs actors will encourage partners' efforts to align their plans and budgets to project priorities to ensure continuity at the end of the project. The project will involve stakeholders' participation through strategic knowledge management, dissemination of results, informed consultations, scientific conferences, and research publications. The project will utilize its vast network of CSOs and local women' organizations to ensure that the beneficiaries own the initiative through community participation.

The project will support CSOs to create links between beneficiaries, their community structure/institutions, and the government administration. Local women' organizations will conduct advocacy with community influencers and government leaders to promote transparency, commitment, and ownership. In addition, the project will have the sustainability and exit plans built into its implementation at outcome and output levels, by strengthening human resource capital and institutional capacities of government and the communities to promote sustainability of the achieved results during the project.

As part of the sustainability of the project, the two established resource centers within regions (CRR and URR) will generate funds from the livelihood components which will be used to support female candidates and successful women leaders will be requested to donate to the centers. While recurrent costs like staffing, procurement of materials for the livelihood activity will be covered through donations and income generated from the centers. The project will ensure the resource centers teams are well equipped with the right competencies to ensure that the resources centers can keep on operating effectively and in a sustainable manner.

The exit strategy for the resource centers is to make the resource centers self-reliant through the income generating activities and the economic livelihood component. The centers will also have a training hall that will be rented to generate funds. For the options of livelihood, we are looking at the establishment of sanitary pad production; because this set up was done in CRR in Basse and in KMC and has shown to be successful. Even the governors of these regions have also requested for this initiative to be sited in their regions because of the impact they have seen in another region. A marketing plan will be developed for the production center such that reusable pads will be sold to the public, CSO's UN agencies and the government, the proceeds will first be used to ensure the maintenance of the center which includes the stipend/salaries of the women doing the production and rest of the proceeds to support women aspiring for leadership positions.

The second option of economic livelihood is the establishment of community gardens using irrigation farming and livestock farming for rural women. Similar project was implemented by ITC in the Gambia with a human security trust fund. Report of the market feasibility assessment indicated there is a readily available market for the products. So, these will be considered for the economic livelihood in the proposed locations, and this will form a bedrock of the sustainability and exit strategy for the project.

This will be well managed with developing guidelines and strategy and action Plan for the implementation of the WPS agenda pending gaps. The supported female candidates when successful will also contribute to the funds in helping more female candidates. The resource centers will continue mentor women and young women who show interest in participating in politics and leadership at the national and community level while also building capacities of new women leaders.

The stakeholders for the gender monitoring strategy will be the Ministry of Gender, Children and Social welfare, The Gender Committee of the National Assembly, the women branch of inter party committee (WOBIPC) and some women led and women focused Civil Society organizations. There is an indication of the government allocating a budget for the implementation of the gender monitoring strategy for the NDP. The development of the strategy will ensure government ownership through the Ministry of Gender, Children and Social Welfare, also we push for the gender monitoring strategy to be included as one of annexes of the new NDP so allocation of resources for the NDP will also include the monitoring strategy. The recommendation and focus areas of the gender monitoring strategy will fall with statutory responsibility of the Ministry of Gender which receives yearly allocation. It is important to note that other stakeholders like CSOs, UN and inter party committees will also monitor the implementation of Gender strategy, not just the government.

Furthermore, as part of sustainability, the project will not only review the legal and policy framework and work closely with political parties, but it will also engage the community in addressing negative social norms, including community perception of women participation in politics, and support inclusive structure for more women in community peacebuilding mechanisms. The development of the strategy will ensure government ownership through the Ministry of Gender, Children and Social Welfare, also we push for the gender monitoring strategy to be included as one of annexes of the new NDP so allocation of resources for the NDP will also include the monitoring strategy. The recommendation and focus areas of the gender monitoring strategy will fall with statutory responsibility of the Ministry of Gender which receives yearly allocation.

### III.    Project budget

Provide brief additional information on project costs, highlighting any specific choices that have underpinned the budget preparation, especially for personnel, travel, or other indirect project support, to demonstrate value for money for the project. Proposed budget for all projects must include sufficient

funds for an independent evaluation. Proposed budget for projects involving non-UN direct recipients must include funds for independent audit.

The costing of activities for this project is based on estimation from previous expenditure from similar activities. The project will benefit from existing partnership and initiative to ensure cost effectiveness and efficiency of resources. Sufficient funds have been budgeted for independent evaluation of the project. The allocation of funds for human resources will consider competence and competitiveness in the selection of candidates. Most of the human resources for this project will consider the use of International UNV who come to the project with expertise and experience.

Fill out **Annex A.2** on project value for money.

Please note that in nearly all cases, the Peacebuilding Fund transfers project funds in a series of performance-based tranches. PBF's standard approach is to transfer project funds in two tranches for UN recipients and three tranches for non-UN recipients, releasing second and third tranches upon demonstration that performance benchmarks have been met. All projects include the following two standard performance benchmarks: 1) at least 75% of funds from the first tranche have been committed, and 2) all project reporting obligations have been met. In addition to these standard benchmarks and depending on the risk rating or other context-specific factors, additional benchmarks may be indicated for the release of second and third tranches. Please specify below any context-specific factors that may be relevant for the release of second and third tranches. These may include the successful conduct of elections, passage of key legislation, the standing up of key counterpart units or offices, or other performance indicators that are necessary before project implementation may advance. Within your response, please reflect how performance-based tranches affect project sequencing considerations.

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

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

**Annex A.1: Checklist of project implementation readiness**

| Question | Yes | No | Comment |
|---|:---:|:---:|---|
| **Planning** | | | |
| 1. Have all implementing partners been identified? If not, what steps remain and proposed timeline | X | | |
| 2. Have TORs for key project staff been finalized and ready to advertise? Please attach to the submissi | X | | |
| 3. Have project sites been identified? If not, what will be the process and timeline | X | | |
| 4. Have local communities and government offices been consulted/ sensitized on the existence of the project? Please state when this was done or when it will be done. | X | | The consultation with key government officials an CSOs has been done and the outcome contributed the final version. |
| 5. Has any preliminary analysis/ identification of lessons learned/ existing activities been done? If not, what analysis remains to be done to enable implementation and proposed timeline? | X | | The project is built on lesson learnt from the last conclude Parliamentary and presidential elections |
| 6. Have beneficiary criteria been identified? If not, what will be the process and timeline? | | X | The identification of beneficiary will be at t inception phase of the project, and it be do consultatively with relevant stakeholders |
| 7. Have any agreements been made with the relevant Government counterparts relating to project implementation sites, approaches, Government contribution? | X | | Consultation has been done with the key governme partners; the Ministry of Justice, Ministry of Gend Children and Social Welfare, Ministry of Land Regional Government and Religious Affairs. |
| 8. Have clear arrangements been made on project implementation approaches between project recipien organizations? | X | | |

| Question | Yes | No | Project Comment |
|---|---|---|---|
| 9. What other preparatory activities need to be undertaken before actual project implementation can begin and how long will this take? | N/A | | |
| **Gender** | | | |
| 10. Did UN gender expertise inform the design of the project (e.g., has a gender adviser/expert/focal poir or UN Women colleague provided input)? | X | | |
| 11. Did consultations with women and/or youth organizations inform the design of the project? | X | | |
| 12. Are the indicators and targets in the results framework disaggregated by sex and age? | X | | |
| 13. Does the budget annex include allocations towards GEWE for all activities and clear justifications fo GEWE allocations? | X | | |

**Annex A.2: Checklist for project value for money**

| Question | Yes | No | Project Comment |
|---|---|---|---|
| 1. Does the project have a budget narrative justification, which provides additional project specific information on any major budget choices or higher than usual staffing, operational or travel costs, so as to explain how the project ensures value for money? | X | | |
| 2. Are unit costs (e.g. for travel, consultancies, procurement of materials etc) comparable with those used in similar interventions (either in similar country contexts, within regions, or in past interventions in the same country context)? If not, this needs to be explained in the budget narrative section. | | X | |
| 3. Is the proposed budget proportionate to the expected project outcomes and to the scope of the project (e.g. number, size and remoteness of geographic zones and number of proposed direct and indirect beneficiaries)? Provide any comments. | | X | |

| | | | |
|---|---|---|---|
| 4. Is the percentage of staffing and operational costs by the Receiving UN Agency and by any implementing partners clearly visible and reasonable for the context (i.e. no more than 20% for staffing, reasonable operational costs, including travel and direct operational costs) unless well justified in narrative section? | X | | |
| 5. Are staff costs proportionate to the amount of work required for the activity? And is the project using local rather than international staff/expertise wherever possible? What is the justification for use of international staff, if applicable? | X | | |
| 6. Does the project propose purchase of materials, equipment, and infrastructure for more than 15% of the budget? If yes, please state what measures are being taken to ensure value for money in the procurement process and their maintenance/ sustainable use for peacebuilding after the project ends. | | X | |
| 7. Does the project propose purchase of a vehicle(s) for the project? If yes, please provide justification as to why existing vehicles/ hire vehicles cannot be used. | | X | |
| 8. Do the implementing agencies or the UN Mission bring any additional non-PBF source of funding/ in-kind support to the project? Please explain what is provided. And if not, why not. | | x | |

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

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

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

**AA Functions**

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

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

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

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

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

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

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

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

Financial reporting and timeline

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

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

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

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

**Ownership of Equipment, Supplies and Other Property**

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

**Public Disclosure**

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

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

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

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

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

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

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

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

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

**Reporting:**

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

| Type of report | Due when | Submitted by |
|---|---|---|
| Bi-annual project progress report | 15 June | Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist |
| Annual project progress report | 15 November | Convening Agency on behalf of all implementing organizations and in consultation with/ quality assurance by PBF Secretariats, where they exist |

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

Financial reports and timeline

| Timeline | Event |
|---|---|
| **28 February** | Annual reporting – Report **Q4 expenses** (Jan. to Dec. of previous year) |
| **30 April** | Report **Q1 expenses** (January to March) |
| **31 July** | Report **Q2 expenses** (January to June) |
| **31 October** | Report **Q3 expenses** (January to September) |
| *Certified final financial report to be provided at the quarter following the project financial closure* ||

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

**Ownership of Equipment, Supplies and Other Property**

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

**Public Disclosure**

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

**Final Project Audit for non-UN recipient organization projects**

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

**Special Provisions regarding Financing of Terrorism**

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

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

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

➢ Has previously received funding from the UN, the PBF, or any of the contributors to the PBF, in the country of project implementation.

➢ Has a current valid registration as a non-profit, tax-exempt organization with a social based mission in both the country where headquarter is located and in the country of project implementation for the duration of the proposed grant. (**NOTE**: If registration is done on an annual basis in the country, the organization must have the current registration and obtain renewals for the duration of the project, in order to receive subsequent funding tranches).

➢ Produces an annual report that includes the proposed country for the grant.

➢ Commissions audited financial statements, available for the last two years, including the auditor opinion letter. The financial statements should include the legal organization that will sign the agreement (and oversee the country of implementation, if applicable) as well as the activities of the country of implementation. (**NOTE**: If these are not available for the country of proposed project implementation, the CSO will also need to provide the latest two audit reports for a program or project-based audit in the country.) The letter from the auditor should also state whether the auditor firm is part of the nationally qualified audit firms.

➢ Demonstrates an annual budget in the country of proposed project implementation for the previous two calendar years, which is at least twice the annualized budget sought from PBF for the project.[14]

➢ Demonstrates at least 3 years of experience in the country where grant is sought.

---

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

➢ Provides a clear explanation of the CSO's legal structure, including the specific entity which will enter into the legal agreement with the MPTF-O for the PBF grant.

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

| Outcomes | Outputs | Indicators | Means of Verification/ frequency of collection | Indicator milestones |
|---|---|---|---|---|
| **Outcome 1:** Enhanced legal framework, policies, and political parties' bylaws in place to increase women political participation and leaderships<br><br>**SDG Target that this Outcome contributes to)**<br><br>**SDG 5, 5.c:** Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels | | **Outcome Indicator: 1.0**<br>Increase percentage/ number of women participating in leadership and politics.<br><br>Baseline:7% of women political leaders at the local council, 4% of community structures to mirror the below and 8.6% at the National Assembly<br><br>Target: 15% by 2023 for local council; 30% by 2024 for community structures; 30% by 2027 National Assembly. | Project Report<br><br>Assessment Report<br><br>Existence of legal framework with quota system | 17 women concilors and 1 woman Mayor were elected in 2023. It is a total of 15%. Compared to the previous cycle, increase of 38% more women being elected,<br><br>78.3% increase in 2024 for community structures as women district tribunal members went from 5 to 23. 125% increase beyond project target. |
| | **Output 1.1:** Strengthened knowledge, policies, legal frameworks, and institutions to support women's political participation and leadership | **Output Indicator 1.1.1a**<br>Number of Legislation, policies, strategies, and frameworks amended/developed/ adopted to | **Finalized Document**<br>i. The proof of presentation of the | 1.1.1a<br>District Tribunal Act Gender Monitoring Strategy for NDP |

| | | | | |
|---|---|---|---|---|
| | | ensure women participation in political leadership | women reservation bills<br>ii. The review tribunal Act (Women Inclusion in leadership)<br>iii. Development of guideline/strategy on inclusion of women candidates for the IPC<br><br>Developed or Reviewed documents e.g., Gender Monitoring Strategy for the NDP | <span style="color:red">Gender Strategy for political paries</span><br><br><span style="color:red">1.1.1 This activity was adjusted to support the constitutional review and ensure the incorporation of this provision in the new constitutions but with the delay in the representation of the constitution, the Ministry of Gender is planning on the representation of the bill in the national assembly, Preliminary activities ongoing including consultative meetings with key stakeholders on the representation of the women reservation Bill held. The Select Committee on Gender Issues at the National Assembly will be responsible for the re-presentation of the Bill.</span> |
| | **List of Activities**<br>1. **Activity 1.1.1:** Present the women Reservation Bill in the National Assembly and support the constitutional review in promoting women participation in leadership at the national level ***(This will involve engaging a consultant to work on the draft bill, organize consultations, lobbying, meeting of the Member of the Parliament and Training and awareness sessions)*** | **Performance Indicator 1.1.1:** Women Reservation Bill presented in the National Assembly<br><br>**Baseline:** No<br><br>**Target:** Yes | Review Meeting, Finalized Bill, and Presentation Reports | |
| | 2. **Activity 1.1.2:** Conduct advocacy to members of the parliament, law makers and policy makers on the women reservation bill and the District Tribunal Act through lobbying, consultations, town hall meetings and training and capacity building sessions in the passage of the new and amendment for the existing law | **Performance Indicator 1.1.2:** Number of advocacy meetings/sessions held with various stakeholders on passage of the women reservation bill and district tribunal<br><br>**Baseline:** 0<br><br>**Target:** 7 | Meeting reports | <span style="color:red">1.12<br>6 meetings held<br>-1 Advocacy meeting held with Key representative of the Select committee and with NationalAssembly members</span> |

54

| | | | | |
|---|---|---|---|---|
| | 3. **Activity 1.1.3:** Develop gender monitoring strategy for the New Development Plan (NDP) to guide the implementation of gender affirmative actions and increase the number of women in elected and nominated positions of leadership. | **Performance Indicator 1.1.3a:** Evidence of the Existence and usage of the Gender Monitoring Strategy as annexes of NDP Number of elected and nominated women in positions of leadership including gender affirmative actions tracked through the gender monitoring strategy | Finalized Gender Strategy | -5 advocacy meetings and town halls on the District Tribunal Act<br><br>1.1.3.a The terms of reference have already been developed, and the recruitment process for the consultant is underway. |
| | 4. **Activity 1.1.4:** Organize awareness campaigns on available laws, developed gender strategy for the political party by the IPC and adopted quota systems across electoral cycles by the IPC's women's branch, the Gender Platform, and other relevant women's organizations among key stakeholders and influencers | Baseline: 0<br>Target: 1<br><br><br>**Performance Indicator 1.1.4:** Number of people reached with awareness messaging on available laws, gender strategy and quota systems | Project Report | 1.1.4<br>360 participants (79% women) benefited |
| | 5. **Activity 1.1.5:** Conduct Advocacy among key community stakeholders (community influencer, traditional chiefs, and women's groups) on review of the district tribunal that will ensure inclusion of women as leaders and members in the local councils' structures | Baseline: 0<br>Target: 200<br><br><br>**Performance Indicator 1.1.5:** Number of community stakeholders reached with advocacy message on women inclusion in community leadership | Project Report | 1.1.5<br>185 community stakeholders reached with advocacy message on women inclusion in community leadership |
| | 6. **Activity 1.1.6:** Support the Civil Society organizations to conduct advocacy engagements with the Ministry of Justice, Ministry of Gender, Children and Social Welfare in the implementation of existing legal instruments like the women amendment Acts that promote women political participation and leadership<br><br>**Output 1.2:** Establish and implement quota systems for political parties and local governance to increase the selection of female candidates | Baseline: 0<br>Target: 150<br><br>**Performance Indicator 1.1.6:** Number of governments official sensitized on available laws by the CSOs<br><br>*Baseline: 0*<br><br>*Target: 15* | Project Report<br><br><br><br>Reflected Political Party Internal | 1.1.6 Ongoing |

| | | | | |
|---|---|---|---|---|
| | | **Output Indicator 1.2.1:** Number of political parties adopting quota systems<br><br>Baseline: 0<br><br>Target: 80% | Document like Manifestoes | **1.2.1.**<br>**84% (16 out of 19) political parties engaged with a commitment by their leadership to introduce an explicit quota system. Ongoing** |
| | **List of Activities**<br>7.   **Activity 1.2.1:** Support the political parties and Inter-Party Committee (IPC) to establish and/or review gender strategy for political parties to mainstream quota systems in selection of candidates for elective seats including implementation plan. | | | |
| | 8.   **Activity 1.2.2:** Produce simplified version of the gender strategy/bylaws developed in collaboration with the political parties, translate into local languages and disseminate to the public and election commission | **Performance Indicator 1.2.1:** Gender Strategy for political party finalized<br><br>Baseline: No<br>Target: Yes | Finalized Gender Strategy | **1.2.1 The strategy has been finalized and validated.** |
| | | **Performance Indicator 1.2.2:** Existence of simplified versions of the gender strategy /bylaws.<br><br>Baseline: 0<br><br>Target: 2 (Gender Strategy and Bylaws) | Finalized Gender Strategy and bylaws | **1.2.2 Ongoing** |
| | 9.   **Activity 1.2.3:** Train Local councils, community leaders, members of women's wings of political parties, Inter-Party Committee and its women and youth branches at national and regional levels on available legal framework that promote women empowerment including the implementation of the gender strategy within the political party | **Performance Indicator 1.2.3:** Number of Local councils, community leaders, members of women's wings of political parties, Inter-Party Committee trained on legal framework that promote women empowerment.<br><br>Baseline: 0<br>Target: 500<br><br>Local councils – 50<br>Community Leaders - 50 | | **1.2.3**<br>**310 (members of women's wings of political** |

| | | | | |
|---|---|---|---|---|
| | 10. **Activity 1.2.4:** Build the capacities of CSOs to lobby for quota systems framed in political parties' bylaws and national legislation through the Women Reservation Bill | Members of Women wings of political - 250 IPC - 150 | | 40 Local Council 50 Community Leaders IPC: 150 |
| | 11. **Activity 1.2.5:** Support the Inter-party committee and the political party to develop, review, adopt and sign pledge commitment to the women participation and implementation of the quota systems. (This is like the signing of peace accord signed by political party during the presidential election; it is a strong tool of commitment) | **Performance Indicator 1.2.4:** CSOs capacity enhanced on policy implementation and follow actions<br><br>Baseline: Low<br>Target: High<br>**Performance Indicator 1.2.5:** Number of political party sign pledge commitment to implement the quota systems<br><br>Baseline: 0<br>Target: 80% of political party | CSOs capacity assessment report Project report<br><br>Signed pledge of commitment | 1.2.4 18 CSOs were trained to lobby for quota systems with high capacity enhancement<br><br>1.2.5 Ongoing |
| | **Output 1.3:** Knowledge Management documents produced | **Output Indicator 1.3**. Number of publication and Research study validated and in use to inform project delivery of women's political participation<br><br>Baseline - 0<br><br>Target – 2 (1 Publication, 1 Research Report) | Finalized Research Report and publication | 1.3 A research on "Impediments of women's political participation leadership in The Gambia" has been completed. |
| | **List of Activities**<br>**Activity 1.3.1:** In-depth research study and evidence generation on impediments to women's political participation in The Gambia, including recommendations for action, to be disseminated to the national and local stakeholders. | **Performance Indicator 1.3.1:** Existence of In-depth -Research Study Report on impediments to women's political participation<br><br>Baseline - 0<br><br>Target 1 | Research Report | 1.3.1 A research on "Impediments of women's political participation leadership in The |

| | | | | |
|---|---|---|---|---|
| | **Activity 1.3.2:** Documentation and promotion of success stories from programme interventions including capturing stories from women-led-peacebuilding organizations and developing policy briefs, positions paper and training manual as knowledge products from the project. | **Performance Indicator 1.3.2**: Number of success stories, policy briefs and position papers documented and shared.<br><br>Baseline – 0<br>Target – 3<br>Success stories - 1<br>Policy briefs - 1<br>Position papers -1 | Finalized Report on Success Stories, policy Briefs and Position Papers | Gambia" has been completed.<br><br>1.3.2<br>Success story of women who participate in the councillorship elections published on the UNFPA Gambia website- May2023 title Promoting women's participation in politics: Sirah's Journey. Ongoing |
| | **Activity 1.3.3:** Organize cross learning and fertilization of ideas and strategy among Seyfou (traditional chiefs), Council Members between community with results and programmes outcome in terms of women leadership and political participation with community within poor performance indicators in course of the project implementation | **Performance Indicator 1.3.3**: Number of Seyfou and council members participating in the sharing learning<br><br>Baseline: 0<br>Target: 50% of Seyfou and council members | Learning Reports | 1.3.3<br>50% of traditional council members engaged in knowledge sharing event on appointment of women district tribunal members |
| | **Activity 1.3.4:** Support the ministry of local government with capacity building to collect, review and analysis data on women representation within the local and national level | **Performance Indicator 1.3.4** - Existence of data analysis on women's representation produced by ministry of local government.<br><br>Baseline: 0<br>Target: 1 | Capacity building Report<br><br>Compiled data | 1.3.4<br>A report based on data analysis on |

| | | | | women's representation finalized with validation. |
|---|---|---|---|---|
| | | | | |

| | | | | |
|---|---|---|---|---|
| **Outcome 2** Enhanced women leadership in community-level governance structures<br><br>**SDG Target that this Outcome contributes to**<br><br>**SDG 5, 5.5:** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life | | **Outcome Indicator 2a:** Increased women leaders' participation in the decision-making processes at local governance structures<br><br>Baseline:1<br>Target:8<br><br>**Outcome Indicator 2b** Evidence of increased in acceptance of men, boys and traditional/religious leader of women's participation in local governance structures | Reports of the stakeholders engaged Programme Results of the community action in ensuring inclusivity of all gender | 2.a<br>Increased women leaderships participation by 1 Mayoress<br>18 Councilors<br>23 District Tribunal Member<br><br>2b<br>Endline evaluation will be conducted after the completion of the project and this indicator will be reported in the final report. |

60

| | | | | |
|---|---|---|---|---|
| | **Output: 2.1** Strengthened coordination at the community-level to enable more women leaders in local political and decision-making platforms<br><br>**List of Activities**<br><br>1. **Activity 2.1.1:** Building capacities of existing and incoming women leaders within the community to promote quality representation and exemplary leadership on the various leadership platforms on effective grassroot mobilization for participatory action and development of community Action Plan on good governance<br><br>2. **Activity 2.1.2:** Engage VDCs, Ward Development Committees (WDCs) and Technical Advisory Committees (TAC) to promote women's participation in community leadership and political platforms as part of the grassroot mobilization for more women participation<br><br>3. **Activity 2.1.3:** Train print media personnel and radio, TV personality and social media influencers to promote women's leadership | **Output Indicator 2.1.1:** Coordination mechanisms are in place for CSOs, IPC and government in facilitating gender equality actions for significant women participation /representation in politics and leadership.<br>Baseline: No<br>Target: Yes<br><br>**Performance Indicator 2.1.1:** No of women leaders trained and skilled on advocating and taking actions on political and decision-making processes,<br><br>Baseline:0<br>Target: 500<br><br>**Performance indicator 2.1.2:** Number of VDCs, WDCs, TAC, Youths, Religious leaders,) equipped with skills and information on grassroot mobilization for women participation in leadership and decision-making platforms<br><br>Baseline:0<br><br>**Target:** 200 Community governance structure (VDCs, WDCs, TAC, Youths, Religious leaders,) supported and capacitated<br><br>**Performance indicator 2.1.3:** Number of Media personnel trained and mobilized to promote positive message on women leadership<br>Baseline: 0<br><br>Target _ 40<br><br>**Performance indicator 2.1.4a:** Number of | Training Reports<br><br><br><br>Project Report<br>Training Reports | 2.1.1<br>Elected women councilors, along with a woman Alkalo, appointed women tribunal members, rural court women, and women leaders in various groups have formed a consortium and pressure group under the African Women Leadership Network (AWLIN)<br><br>2.1.1<br>325 Women Leaders Engaged Ongoing<br><br>2.1.2<br>A total of 20 structures were engaged, reaching 185 leaders as participants (VDC-48; WDC- 42; TAC-60; traditional leaders- 19; religious leaders- 16)<br><br>2.1.3<br>186 (women: 120, PWD: 1) media personnel and traditional |

| | | | |
|---|---|---|---|
| | at all levels including at the grassroot level through community radio, creative art and performance in traditional occasion and festival | awareness sessions organized by men and boys' community structure and religious leaders leading to addressing negative social norms Number of men and boys capacitated through men only groups including community and religious leaders on the empowerment manuals and are addressing negative social norms<br><br>Baseline: 0 | | communicators trained from NBR, LRR, CRR.<br><br>2.1.4a<br>25 awareness sessions and 120 (women: 60) champions engaged |
| 4. | **Activity 2.1.4:** Engage men and boys, community structures, and traditional & religious leaders and communicators to organize awareness sessions to address negative cultural norms and promote women's leadership in politics and decision-making processes in the community | Target - 50<br><br>**Performance indicator 2.1.4b:** Number of champions engaged to sustained conversion and dialogue on women participation in leadership<br><br>Baseline: 0<br>Target - 10<br><br>**Performance indicator 2.1.5:** Number of people reached with message on women participation in leadership<br><br>Baseline: 0 | Awareness for session report | 3 regional religious conference to engage men, boys community structures, religious leaders and communicators reaching out to 320 men (PWD:3) in NBR, LRR, CRR<br><br>2.1.4b.<br>120 (women: 60) champions engaged |
| 5. | **Activity 2.1.5:** Organize mass media discussions, TV, print media, social media and radio jingles and campaigns using the community radios to raise awareness and promote message on women participation in leadership in the community in addressing social norms | Target:  Social media – 10,000<br>          Community Radio – 150,000<br>          Television - 100,000<br><br><br><br>**Performance Indicator 2.1.6:** Number of women appointed to local government structures because of advocacy with Ministry of Local government<br><br>**Baseline** – 0<br>**Target** – 5 | Mass Media engagement Report | 2.1.5<br>Social media – 10,000<br> Community Radio – 150,000<br>Television - 100,000<br><br><br>2.1.6<br>23 women have been appointed as District Tribunal Member |

| | | | | |
|---|---|---|---|---|
| | 6. **Activity 2.1.6** Advocate to the Ministry of Lands and Local Government in collaboration with communities and local governance structure to appoint more women to serve as Chiefs in their districts and to sit in district tribunals where decisions concerning women are made<br><br><br><br>7. **Activity 2.1.7:** Train the traditional communicators to promote women's leadership at the grassroot level | **Output Indicator 2.1.7:** Number of training session held for the traditional communicators<br><br>Baseline: 0<br><br>Target: 10 | | 2.1.7<br>10 training session held for the traditional communicators |
| | **Output 2.2:** Youth empowered with knowledge and skills to support women's political empowerment and meaningful participation in politics, electoral and decision-making processes<br><br><br><br>**List of Activities**<br><br>**Activity 2.2.1:** Organize trainings for and engage young people (70% women and 30% men) and youth networks on voter education, community dialogues, advocacy, and leadership, in favor of women's political leadership | **Output Indicator 2.2:** Number of dialogue sessions conducted by youth and follow up actions taken by local authorities<br><br>Baseline: 0<br><br>Target:  Dialogue – 15<br>       Follow up Actions - 10<br><br><br><br>**Performance Indicator 2.2.1:** Number of trainings conducted on voter education, community dialogues, advocacy, and leadership<br><br><br>Baseline 0.<br>Target 10 | Project report<br><br><br><br><br><br><br>Training Reports | 2.2:<br>10 dialogues conducted<br><br><br><br><br><br>2.2.1<br>6 Trainings in LRR, CRR and URR reaching a total of 300 participants (107 males and 193 |

| | | | | |
|---|---|---|---|---|
| | **Activity 2.2.2:** Support young leaders (women and men) and youth networks to organize community dialogues and advocacy with local leaders and authorities for the promotion of more women's participation in local authority structures, including local councils, VDCs, WDCs, TAC and heads of district tribunals and chiefs. | **Performance Indicator 2.2.2:** Number of community dialogues and advocacy session organized on promotion of more women's participation in local authority structures<br><br>Baseline 0.<br>Target 20 | Project Report | 2.2.2<br>14 dialogues conducted in all regions (2 per region) reaching a total of 910 people. |
| | **Activity 2.2.3**: Support the Youth Branch of Inter-Party Committee (YOBIPC) to carry out voter education campaigns on change mindsets around women political candidates/leaders and targeting supporting young women and men | **Performance Indicator 2.2.4**: Number of Voter Education Campaign<br>Baseline:0<br>Target: 80 | Campaign Report | 2.2.3<br>500 people reached through voter education campaigns in URR, LRR and CRR<br><br>2.2.4<br>A total of 700 people reached through voter education campaigns in URR, LRR and CRR<br>NCCE conducted 4 sessions in December 2023 reaching 200 people. |
| | | | | |

| | | | | |
|---|---|---|---|---|
| **Outcome 3:** Strengthened conditions to advance women's political empowerment through aspiring women candidates' capacity-building and sustainable campaign-funding schemes | | **Outcome Indicator 3:** Number of female Candidate registered and supported with campaign empowerment scheme<br><br>Baseline:0<br>Target: 80% of the Female Candidate | Formal and functional resources in place to support women participation in leadership and politics. | 100% of female candidates were supported with campaign empowered scheme in local level election |
| **SDG Target that this Outcome contributes to:**<br><br>**SDG 5, 5.1**: End all forms of discrimination against all women and girls everywhere | **Output 3.1:** Established and operationalized community-driven and sustainable campaign-funding schemes | **Output Indicator 3.1:** Proportion of Female candidates supported in local elections campaigns.<br><br>Baseline:0<br><br>Target: 80% of women contesting for local elections will receive campaign support | Project Reports<br><br><br><br>Project Report | 3.1<br>100% of the women that were candidates were supported by the project e.g. all 58 women candidates who ran for ward councillorship positions. Campaign seed funds were provided to facilitate their electoral efforts as well as training on public speaking, community activity, |
| | **List of Activities**<br><br>1. **Activity 3.1.1:** Support two women-led community-based organizations to establish economic livelihood that generate funds to support women's participation for their political participation and leadership *(This will include seed funding and initial startup expense for the commencement of the livelihood opportunities in both locations)* | **Performance Indicator 3.1.1**<br>Established community based economic livelihoods/Resource Center are operational and generating funds to support women participation in political and leadership processes<br>Number of women supported and are in leadership positions through the economic livelihood/resource centers<br>Baseline: 0<br>Target:<br>5 women in leadership positions<br><br>2 resource centres | Project Reports<br><br>Finalized Resource center management guideline | 3.1.1<br>18 Women Councillors are in leadership positions through support |
| | 2. **Activity 3.1.2:** Support the Inter-Party committee to develop and implement resource mobilization strategy to mobilize resources for female candidates for local elections and beyond | | Finalized Resource mobilization strategy | |

| | | | | |
|---|---|---|---|---|
| | 3. **Activity 3.1.3:** Support the mobilization and campaign of potential women leaders and female candidates | **Performance Indicator 3.1.2:** Resource mobilization strategy developed and adopted by IPC, including WOBIPC and YoBIPC in place and in use<br><br>Baseline: No<br>Target: 1<br><br>**Performance Indicator 3.1.3:** Proportion of female candidate who receive campaign support<br><br>Baseline: No<br><br>Target: 80% of women contesting for local elections will receive campaign support | Project Reports and Attendance sheet | 2 resource centres were established and generating funds<br><br><br>3.1.2<br>Ongoing<br><br>3.1.3<br>100% women candidates received campaign support |
| | **Output 3.2:** Capacity building and soft skills acquisition for female candidates at the Resource Center | | Training and mentorship report | |
| | **List of Activities**<br>1. **Activity 3.2.1:** Support the refurbishment and equipping of two women resource centers in two | **Output Indicator 3.2.1:**<br>Number of aspiring leaders trained, mentored, and provided with skills at the Resource centers | Project Reports | 3.2.1<br>58 Women councillors, 25 |

| | | | |
|---|---|---|---|
| | regions as a safe space for women aspiring for leadership and capacity building of the center team *(The setting up will require procurement of some equipment that will be needed for the halls, offices, and minor painting and face life of the physical structures provided by the community The detail listing will be determined after an assessment of the location for each community. So, what we have now is an estimated cost which will not change much in term of the actual implementation)* | Baseline:0<br>Target: 40<br><br>**Performance Indicator: 3.2.1:** Number of resource center established and functional<br>Baseline:0<br>Target: 2 | Women District Tribunal Members, all trained and mentored on leadership skills<br><br>3.2.1<br>Two resource centres established and are functional |
| | 2. **Activity 3.2.2:** Train aspiring female leaders and contestants on grassroots mobilization, community organizing, public engagement, leadership, advocacy, and social mobilization strategies | **Performance Indicator 3.2.2:** Number of female leaders and contestants trained on grassroots mobilization, community organizing, public engagement, leadership, advocacy, and social mobilization strategies<br><br>Baseline: 0<br>Target: 40 | Training Reports<br><br>3.2.2<br>75 female leaders and aspirants trained |
| | 3. **Activity 3.2.3:** Engage and capacitate grassroots women organizations and networks to mobilize support for aspiring female candidates | **Performance Indicator 3.2.3**: Numbers of grassroot women organizations and networks supporting aspiring female candidates<br><br>**Baseline: 0**<br>**Target: 5** | Project Reports<br><br>3.2.3<br>5 civil society organisations supported aspiring female candidates in URR,NBR, CRR and WCR. |
| | 4. **Activity 3.2.4:** Support the various structures of the IPC and other relevant youth and women's | **Performance Indicator 3.2.4:** Number of organisations supported to facilitate mentorship of women as candidates<br><br>**Baseline: 0**<br><br>**Target: 5** | Project Reports<br><br>3.2.4<br>20 organizations supported |

| | | | | |
|---|---|---|---|---|
| | organizations to facilitate mentorship of women as candidates in local elections | | | |
| | 5. **Activity 3.2.6:** Strengthen the CSO and private sector and women's organizations to provide platforms like forums, conference, and leadership summit for emerging and potential female leaders to share their visions and agendas and build their capacities to assume leadership positions. | **Performance Indicator 3.2.6:** Number of platforms, Summit and forums organized to showcase female leaders<br><br>**Baseline: 0**<br>**Target: 4** | Project Reports | 3.2.6 launch of the African Women Leaders Network (AWLN) Gambia Chapter. Women leadership Forum in Basse with over 250 women participants |

## Detailed work Plan

| Activities | 2022 | 2023 | | | 2024 | | | |
|---|---|---|---|---|---|---|---|---|
| | Dec | Q1 | Q2 | Q4 | Q1 | Q2 | Q3 | Q4 |
| **Outcome 1: Enhanced legal framework, policies, and political parties' bylaws in place to increase women political participation and leadership** | | | | | | | | |
| **Output 1.1: Strengthened knowledge, policies, legal frameworks, and institutions to support women's political participation and leadership** | | | | | | | | |
| **Activity 1.1.1:** Present the women Reservation Bill in the National Assembly and support the constitutional review in promoting women participation in leadership at the national level *(This will involve engaging a consultant to work on the draft bill, organize consultations, lobbying, meeting of the Member of the Parliament and Training and awareness sessions)* | | | | | | | | |

| Activity | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Activity 1.1.2:** Conduct advocacy to members of the parliament, law makers and policy makers on the women reservation bill and the District Tribunal Act through lobbying, consultations, town hall meetings and training and capacity building sessions in the passage of the new and amendment for the existing law | | | | | | | | | ▨ | ▨ | ▨ |
| **Activity 1.1.3:** Develop gender monitoring strategy for the New Development Plan (NDP) to guide the implementation of gender affirmative actions and increase the number of women in elected and nominated positions of leadership | | | | | ▨ | | | | | | |
| **Activity 1.1.4:** Organize awareness campaigns on available laws, developed gender strategy for the political party by the IPC and adopted quota systems across electoral cycles by the IPC's women's branch, the Gender Platform, and other relevant women's organizations among key stakeholders and influencers | | ▨ | ▨ | | ▨ | | | | | | |
| **Activity 1.1.5:** Conduct Advocacy among key community stakeholders (community influencer, traditional chiefs, and women's groups) on review of the district tribunal that will ensure inclusion of women as leaders and members in the local councils' structures | ▨ | ▨ | ▨ | | | ▨ | ▨ | ▨ | | | |
| **Activity 1.1.6:** Conduct advocacy engagements with the Ministry of Justice, Ministry of Gender, Children and Social Welfare in the implementation of existing legal instruments like the women amendment Acts that promote women political participation and leadership | | | | | | ▨ | ▨ | ▨ | | | |
| **Output 1.2: Establish and implement quota systems for political parties and local governance to increase the selection of female candidates** | | | | | | | | | | | |
| **Activity 1.2.1:** Support the political parties and Inter-Party Committee (IPC) to establish and/or review gender strategy for political parties to mainstream quota systems in selection of candidates for elective seats including implementation plan. | ▨ | ▨ | ▨ | | | | | | | | |
| **Activity 1.2.2:** Produce simplified version of the gender strategy/bylaws developed in collaboration with the political parties, translate into local languages and disseminate to the public and election commission | | | | | | | | | | | |
| **Activity 1.2.3:** Train Local councils, community leaders, members of women's wings of political parties, Inter-Party Committee and its women and youth branches at national and regional levels on available legal framework that promote women empowerment including the implementation of the gender strategy within the political party | ▨ | ▨ | ▨ | | | ▨ | ▨ | ▨ | | | |

| Activity | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Activity 1.2.4:** Build the capacities of CSOs to lobby for quota systems framed in political parties' bylaws and national legislation through the Women Reservation Bill | | | | | | | | | |
| **Activity 1.2.5:** Support the Inter-party committee and the political party to develop, review, adopt and sign pledge commitment to the women participation and implementation of the quota systems. (This is like the signing of peace accord signed by political party during the presidential election; it is a strong tool of commitment) | | | | | | | | | |
| **Output 1.3: Knowledge Management documents produced** | | | | | | | | | |
| **Activity 1.3.1:** In-depth research study and evidence generation on impediments to women's political participation in The Gambia, including recommendations for action, to be disseminated to the national and local stakeholders | | | | | | | | | |
| **Activity 1.3.2:** Documentation and promotion of success stories from programme interventions including capturing stories from women-led-peacebuilding organizations and developing policy briefs, positions paper and training manual as knowledge products from the project | | | | | | | | | |
| **Activity 1.3.3:** Organize cross learning and fertilization of ideals and strategy among Seyfou (traditional chiefs), Council Members between community with results and programmes outcome in terms of women leadership and political participation with community within poor performance indicators in course of the project implementation | | | | | | | | | |
| **Activity 1.3.4:** Support the ministry of local government to collect, review and analysis data on women representation within the local and national level | | | | | | | | | |
| **Outcome 2.0:** Enhanced women leadership in community-level governance structures | | | | | | | | | |
| **Output 2.1:** Strengthened conditions at the community-level to enable more women leaders in local political and decision-making platforms | | | | | | | | | |
| **Activity 2.1.1:** Building capacities of existing and incoming women leaders within the community to promote quality representation and exemplary leadership on the various leadership platforms on effective grassroot mobilization for participatory action and development of community Action Plan on good governance | | | | | | | | | |

70

| Activity | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Activity 2.1.2:** Engage VDCs, Ward Development Committees (WDCs) and Technical Advisory Committees (TAC) to promote women's participation in community leadership and political platforms as part of the grassroot mobilization for more women participation | | | | | | | | | |
| **Activity 2.1.3:** Train the traditional communicators, media personality in radio, TV and social media to promote women's leadership at all levels including grassroot level through creative art and performance in traditional occasion and festival | | | | | | | | | |
| **Activity 2.1.4:** Engage men and boys, community structures, and traditional & religious leaders and communicators to organize awareness sessions to address negative cultural norms and promote women's leadership in politics and decision-making processes in the community | | | | | | | | | |
| **Activity 2.1.5:** Organize mass media discussions, TV, print media, social media and radio jingles and campaigns using the community radios to raise awareness and promote message on women participation in leadership in the community in addressing social norms | | | | | | | | | |
| **Activity 2.1.6:** Advocate to the Ministry of Lands and Local Government in collaboration with communities and local governance structure to appoint more women to serve as Chiefs in their districts and to sit in district tribunals where decisions concerning women are made | | | | | | | | | |
| **Activity 2.1.7:** Train the traditional communicators to promote women's leadership at the grassroot level | | | | | | | | | |
| **Output 2.2: Strengthened conditions to advance women's political empowerment through aspiring women candidates' capacity-building and sustainable campaign-funding schemes** | | | | | | | | | |
| **Activity 2.2.1:** Organize trainings for and engage young people (70% women and 30% men) and youth networks on voter education, community dialogues, advocacy, and leadership, in favor of women's political leadership | | | | | | | | | |
| **Activity 2.2.2:** Support young leaders (women and men) and youth networks to organize community dialogues and advocacy with local leaders and authorities for the promotion of more women's participation in local authority structures, including local councils, VDCs, WDCs, TAC and heads of district tribunals and chiefs. | | | | | | | | | |
| **Activity 2.2.3:** Identify and train young people (men and women) on women in politics and leadership positions, and support community engagement with young people | | | | | | | | | |

| Activity | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **Activity 2.2.4:** Support the Youth Branch of Inter-Party Committee (YOBIPC) to carry out voter education campaigns on change mindsets around women political candidates/leaders and targeting supporting young women and men | | | | | | | | | |

**Outcome 3: Strengthened conditions to advance women's political empowerment through aspiring women candidates' capacity-building and sustainable campaign-funding schemes**

**Output 3.1: Established and operationalized community-driven and sustainable campaign-funding schemes**

**Activity 3.1.1:** Support two women-led community-based organizations to establish economic livelihood that generate funds to support women's participation for their political participation and leadership more broadly within the resource centers (*This will include seed funding and initial startup expense for the commencement of the livelihood opportunities in both locations*)

**Activity 3.1.2:** Support the Inter-Party committee to develop and implement resource mobilization strategy to mobilize resources for female candidates for local elections and beyond

**Activity 3.1.3:** Support the mobilization and campaign support for potential women leaders for female candidates

**Output 3.2: Capacity building and soft skills acquisition for female candidates at the Resource Center**

**Activity 3.2.1:** Support the refurbishment and equipping of two women resource centers in two regions as a safe space for women aspiring leadership
(*The setting up will require procurement of some equipment that will be needed for the halls, offices, and minor painting and face life of the physical structures provided by the community The detail listing will be determined after an assessment of the location for each community. So, what we have now is an estimated cost which will not change much in term of the actual implementation*)

**Activity 3.2.2:** Train aspiring female leaders and contestant on grassroots mobilization, community organizing, public engagement, leadership, advocacy, and social mobilization strategies

**Activity 3.2.3:** Engage and capacitate grassroots women organizations and networks to mobilize support for aspiring female candidates

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Activity 3.2.4:** Support the various structures of the IPC and other relevant youth and women's organizations to facilitate mentorship of women as candidates in local elections | | | | | | | | |
| **Activity 3.2.5:** Strengthen the CSO and private sector and women's organizations to provide platforms like forums, conference and leadership submit for emerging and potential female leaders to share their visions and agendas and build their capacities to assume leadership positions | | | | | | | | |

| For MPTFO Use |
|---|

## Totals

| | Recipient Organization 1 UNFPA | Recipient Organization 2 UNDP | Recipient Organization 3 UNICEF | Totals |
|---|---|---|---|---|
| 1. Staff and other | $ 90,000.00 | $ 60,000.00 | $ 60,000.00 | $ 210,000.00 |
| 2. Supplies, | $ 220,000.00 | $ 130,000.00 | $ 10,000.00 | $ 360,000.00 |
| 3. Equipment, | $ 65,000.00 | $ 30,000.00 | $ 20,373.83 | $ 115,373.83 |
| 4. Contractual | $ 185,000.00 | $ 110,000.00 | $ 80,000.00 | $ 375,000.00 |
| 5. Travel | $ 40,000.00 | $ 65,000.00 | $ 20,000.00 | $ 125,000.00 |
| 6. Transfers and | $ 294,579.44 | $ 239,205.61 | $ 70,000.00 | $ 603,785.05 |
| 7. General Operating | $ 40,000.00 | $ 20,000.00 | $ 20,000.00 | $ 80,000.00 |
| Sub-Total | $ 934,579.44 | $ 654,205.61 | $ 280,373.83 | $ 1,869,158.88 |
| 7% Indirect Costs | $ 65,420.56 | $ 45,794.39 | $ 19,626.17 | $ 130,841.12 |
| Total | $ 1,000,000.00 | $ 700,000.00 | $ 300,000.00 | $ 2,000,000.00 |

## Performance-Based Tranche Breakdown

| | Recipient Organization 1 UNFPA | Recipient Organization 2 UNDP | Recipient Organization 3 UNICEF | TOTAL | Tranche % |
|---|---|---|---|---|---|
| First Tranche: | $ 700,000.00 | $ 490,000.00 | $ 210,000.00 | $ 1,400,000.00 | 70% |
| Second Tranche: | $ 300,000.00 | $ 210,000.00 | $ 90,000.00 | $ 600,000.00 | 30% |
| Third Tranche: | $ - | $ - | $ - | $ - | 0% |
| TOTAL | $ 1,000,000.00 | $ 700,000.00 | $ 300,000.00 | $ 2,000,000.00 | |