

The Elsie Initiative Fund

for Uniformed Women in Peace Operations



ANNUAL REPORT



2024

Acknowledgments

Donor Government
Committments and Contributions
as at 31 December 2024

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

CANADA

Total Contribution
US\$13,018,331

GERMANY

Total Contribution
US\$ 2,549,359

REPUBLIC OF KOREA

Total Contribution
US\$1,500,000

2024 New Contribution
US\$ 500,000

DENMARK

Total Contribution
US\$900,000

2024 New Contribution
US\$ 200,000

NETHERLANDS

Total Contribution
US\$4,371,414

2024 New Contribution
US\$1,054,681

2025 Commitment
US\$1,060,445

NORWAY

Total Contribution
US\$1,072,321

AUSTRALIA

Total Contribution
US\$5,550,000

2024 New Contribution
US\$1,250,000

FINLAND

Total Contribution
US\$1,097,142

UNITED KINGDOM

Total Contribution
US \$9,374,781

2024 New Contribution
US\$632,925

WAU, SOUTH SUDAN, 18 OCTOBER 2023: Bangladeshi peacekeepers from UNMISS play a crucial role in maintaining security and stability as they conduct regular patrols in the village of Kaygo, located some 60 kilometers from Wau, the capital of Western Bahr el Ghazal state in northwestern South Sudan. These patrols not only enhance the safety of the region but also foster essential community engagement, building a strong foundation of confidence and trust between the UN Peacekeeping mission and local residents.
Photos by Gregório Cunha/UNMISS

Foreword

from

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



UN Photo/Evan Schneider

In the Pact for the Future, Member States reaffirmed that a stronger multilateral system, grounded in international law, must also be rooted in gender equality. Yet as conflicts intensified across the globe in 2024, women and girls remained on the margins of decision-making. Today, more than 600 million women and girls are affected by conflict.

Gender equality is not only a fundamental human right—it is central to conflict prevention, peacebuilding, and recovery. The evidence is clear: gender equality supports peace, while gender inequality fuels conflict and makes peace less durable.

United Nations peacekeeping remains a vital lifeline for protection and stability. Yet, as conflict and insecurity escalate, peacekeeping is under strain. The number of deployed peacekeeping personnel has sharply declined, while protection needs continue to rise.

Today, women make up just 11% of all uniformed personnel in United Nations Peacekeeping Operations. This represents modest progress—but it remains far below the targets set out in the Uniformed Gender Parity Strategy. Closing this gap requires more than commitments; it requires sustained, coordinated multilateral action.

This is where the Elsie Initiative Fund (EIF) plays a transformative role. By supporting Troop- and Police-Contributing Countries (T/PCCs), the EIF invests in practical, targeted solutions that open pathways for uniformed women. It strengthens gender-responsive policies, improves working conditions, and builds leadership capacity. At the same time, it tackles the root causes of underrepresentation—dismantling structural, institutional, and cultural barriers to women’s deployment.

Just as critically, the Fund challenges outdated perceptions of women’s roles in peacekeeping. Through awareness-raising campaigns, storytelling, and community engagement, it highlights the contributions of uniformed women and promotes peacekeeping as a viable, rewarding career. These efforts are inspiring a new generation of women peacekeepers, increasing their visibility, and reinforcing the value they bring to peace operations.

The tools for advancing women, peace and security are too valuable—and too hard-won—to be lost. Through the EIF, we safeguard these gains, embed gender equality into peace operations, and create the conditions for women to serve, lead, and thrive.

The 2024 United Nations **Future of Peacekeeping** report¹ reaffirmed the need for adaptable and inclusive peace operations, emphasising that all mission models must advance gender equality, and that the Women, Peace, and Security agenda must be a political and strategic imperative. The EIF supports this goal by helping T/PCCs integrate gender-sensitive approaches into deployment planning, policy development, and institutional reforms—ensuring peacekeeping evolves to meet complex security challenges with women’s full and equal participation at the centre.

Diverse peacekeeping teams are more agile, more trusted, and more attuned to the needs of the populations they serve. Inclusive gender-responsive peacekeeping is not a hopeful aspiration—it is a strategic necessity in a world marked by rising insecurity, growing misogyny, and shrinking civic space.

I am inspired by the progress we have achieved but know how much still lies ahead of us. To build truly inclusive peacekeeping, we must keep dismantling barriers and opening doors.

As the United Nations entity dedicated to gender equality and the empowerment of women, UN Women works to ensure that women’s rights are at the heart of international peace and security efforts. Through policy leadership, advocacy, and support to Member States, UN Women drives progress across the Women, Peace, and Security agenda.

In the lead up to the 30th anniversary of the Beijing Declaration and Platform for Action, and the 25th anniversary of Security Council resolution 1325, the EIF’s work takes on even greater significance. These anniversaries are more than commemorations; they are global calls to action.

As the EIF moves forward, it will continue to support T/PCCs in building inclusive, gender-responsive peacekeeping forces. By embedding gender equality into every aspect of peacekeeping, we advance a simple but powerful truth: that sustainable peace is only possible when women are at the table, in the field, and in command.

¹ The Future of Peacekeeping, New Models, and Related Capabilities, October 2024. https://peacekeeping.un.org/sites/default/files/future_of_peacekeeping_report_rev30jan_1.pdf.

Foreword from

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



UN Photo/Mark Garten

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

There has never been a more important time than now to ramp up efforts and strengthen partnerships with a view to making the Women Peace and Security Agenda a reality. Global pushback against women's rights continues to gain momentum while increased conflict threatens to undo gains made.

Heightened geopolitical tensions, protracted and increasingly complex conflicts, and global instability are undermining the political support needed to advance inclusive peacekeeping and peacebuilding efforts.

The United Nations and Member States must come together to chart a new path forward and ensure peacekeeping has the capabilities needed to address the challenges of the future.

The Pact for the Future—agreed at the Summit of the Future held in 2024—includes a much-needed agreement to adapt peace operations to better respond to existing challenges and new realities.

As we look to the future of United Nations Peacekeeping, it remains clear that the Women Peace and Security agenda must be foundational. Let me be clear: the future of peacekeeping will rely on having men and women peacekeepers working side-by-side.

And for good reason: Having more women in peacekeeping has been key to increasing the operational effectiveness of our missions and building a more sustainable peace. This has led to improved community engagement,

and as a result, better security and service provision, early warning and intelligence gathering, prevention of gender-based violence, and host country security sector reform.

In 2024, my Department continued to meet the Uniformed Gender Parity Strategy 2018-2028 deployment targets for all categories of uniformed personnel in the field – except military contingents, where women continue to be starkly underrepresented. Since the launch of the Strategy in 2018, the share of women has doubled in almost all personnel categories, and our goal is to ensure their meaningful participation by promoting enabling environments and an inclusive work culture.

While women make up half of police senior leadership in the field, more needs to be done to increase women's representation in leadership and command positions. This highlights the need for national militaries to assess and address the barriers women are facing in terms of recruitment, career progression, retention and access to leadership positions.

The Elsie Initiative Fund has been a crucial partner in promoting women's meaningful participation and supporting Member States in assessing barriers, implementing gender-responsive projects, trialling innovative approaches, and promoting Gender-Strong Units. Since the Fund's launch, 22 security institutions in 14 countries and two United Nations missions have received Elsie Initiative Fund support, leading to tangible improvements in the meaningful inclusion of uniformed women, including in leadership roles.

Looking ahead, the upcoming Peacekeeping Ministerial in Berlin will be an important opportunity for Member States to re-commit to the Women Peace and Security agenda and make concrete pledges for support in this area.

In addition, my Department is finalising a review of the implementation of the Uniformed Gender Parity Strategy to date, identifying good practices, challenges, and priority actions for United Nations Headquarters going forward. Our consultations so far have pointed to the need to focus on further developing and supporting inclusive uniformed leadership capabilities for the future; strengthening our current leadership's capacities in gender-responsive leadership; and continuing to consider gender as an important criterion, among others, in the selection of troop contributing countries.

I am looking forward to continuing our strong partnership with the Elsie Initiative Fund as we strive to enable peacekeeping operations to rigorously incorporate a gender lens into everything we do: from recruitment and retention, to planning, analysis and decision-making.

Acknowledgements from



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

31 May 2025



UN Photo

In a global context marked by rising instability, constrained resources, and mounting demands on multilateral peace operations, the need for inclusive and gender-responsive peacekeeping has become increasingly urgent. The full, equal, and meaningful participation of uniformed women is not only a matter of representation—it is essential to the credibility, performance, and sustainability of United Nations peace operations. This sixth annual report of the Elsie Initiative Fund for Uniformed Women in Peace Operations (the EIF) reflects the sustained commitment of Troop- and Police-Contributing Countries, United Nations Peacekeeping Operations, and Member States to removing persistent barriers and enabling more inclusive security institutions.

The preparation of this report was made possible through the dedication and professionalism of the EIF Secretariat. I extend particular appreciation to Agathe Christien for leading the analysis of results and impact, and to Niveen Muiz, Marvel Nyama, Naeemullah Naveed, and Vicentiu Vlad for their valuable contributions. Carolina Carrera Saavedra managed the report's design and layout, and Laurence Masing-Ah-Hong provided the French translation.

I also wish to acknowledge the cooperation and support of project focal points in Jordan, Zambia, and Uruguay during the monitoring missions I undertook in 2024. Their engagement provided valuable insights into project implementation and national reform efforts. In addition, I was pleased to attend the Peacekeeping Ministerial preparatory meeting in Montevideo, held under the theme “The Future of Peacekeeping: New Models and Related Capabilities.” The meeting offered an important opportunity to hear directly from Member States on their evolving priorities, including the operational relevance of women’s participation and the need for more accountable and adaptable peacekeeping models.

Finally, I convey my sincere thanks to our donors, implementing partners, fund recipients, and stakeholders. Their continued collaboration, trust, and shared vision remain fundamental to the EIF’s ability to respond to growing demand and to support transformative change across peace operations globally.

List of Acronyms

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

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

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

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

POTI	Peace Operations Training Institute
PSD	Public Security Directorate (Jordan)
PSO	Peace Support Operation(s)
PUNO	Participating United Nations Organisation
RC/RCO	Resident Coordinator Office
RCAF	Royal Cambodian Armed Forces
RI	Research Institution
SAA	Standard Administrative Arrangement
SC	Steering Committee
SCR	Security Council Resolution
SDG	Sustainable Development Goal(s)
SEA/SH	Sexual Exploitation and Abuse/Sexual Harassment
SENFPU	Sénégal Formed Police Unit
SENPOL	Sénégal Police Unit
SFGC	Strategic Force Generation and Capability Planning Cell
SO	Staff Officer (Military)
SOP	Standard Operating Procedures
T/PCC	Troop- and police-contributing country
TCC	Troop Contributing Country
TOR	Terms of Reference
UGPS	Uniformed Gender Parity Strategy 2018-2028
UN	United Nations
UNCT	United Nations Country Team
UNCT-GEM	United Nations Country Team Gender Equality Marker

UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNGA	United Nations General Assembly
UNIFIL	United Nations Interim Force in Lebanon
UNITAR	United Nations Institute for Training and Research
UNMEM	United Nations Military Expert on Mission
UNMISS	United Nations Mission in South Sudan
UNOPS	United Nations Office for Project Services
UNSC	United Nations Security Council
UNTAC	United Nations Transitional Authority in Cambodia
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
US\$	United States Dollar - all financial figures in this report are in US\$
WPS	Women Peace and Security
ZPS	Zambia Police Service

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Executive Summary

“ For United Nations peacekeeping, women’s full involvement is a political and strategic imperative and is instrumental in achieving durable results in the host countries in which peacekeepers serve.”

— António Guterres,
United Nations Secretary-General.



MALAKAL, SOUTH SUDAN, 13 SEPTEMBER 2023: Military peacekeepers and UNPOL officers from the United Nations Mission in South Sudan (UNMISS) conduct a joint patrol in the United Nations Protection Site in Malakal. These patrols serve as an important opportunity to engage with local communities and listen to their security concerns. Such interactions foster a sense of confidence and trust between the United Nations peacekeeping mission and host populations.
Photo: Gregório Cunha/UNMISS

Established in 2019, the Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF) is a multi-partner United Nations trust fund hosted by the United Nations Entity for Gender Equality and the Empowerment of Women – UN Women. Drawing on UN Women’s expertise, longstanding commitment, and leadership on gender equality and women’s meaningful participation in peace and security, the EIF supports innovative, evidence-based approaches to accelerate progress towards the full, equal, safe and meaningful participation of uniformed women in peacekeeping—both within national security institutions and in United Nations Peacekeeping Operations.

In 2024, the global peace and security landscape remained volatile, marked by rising geopolitical tensions, resource constraints, and persistent gender inequalities. Peacekeeping operations faced complex mandates and increasing demands for inclusive and effective responses. Against this backdrop, hard-won gains in gender equality remained fragile in the absence of sustained international commitments. The EIF contributed to sustaining momentum by translating global commitments into national-level reforms, helping ensure that peacekeeping environments reflect and respond to the diversity of the populations they serve.

Amid these complex challenges, the EIF also continued to play a catalytic role by supporting institutional reform and gender-responsive policy development. Through funding, technical assistance, and advocacy, the Fund worked with Troop- and Police-Contributing Countries (T/PCCs) and United Nations entities to address structural and operational barriers to women’s participation, including in personnel management, training, infrastructure, and accountability.

Key Results

Through its three programming rounds to date, the EIF has continued to expand its reach and impact, working with a growing number of T/PCCs and United Nations entities to implement context-specific projects aligned with the Fund’s four outcomes. To date, the **EIF has approved US\$17.6 million in funding for 21 projects across 22 security institutions in 14 countries and two United Nations Peacekeeping Operations.**

By supporting targeted interventions, the EIF has contributed to measurable progress in enhancing women’s participation and institutional readiness:

- **Deployment Outcomes:** In 2024, EIF-supported Troop Contributing Countries (TCCs) deployed women at a rate of 13.9 per cent, and EIF-supported Police Contributing Countries (PCCs) deployed women at a

US\$
17.6M



in funding for
21 projects
across



22 security
institutions in




14
countries
and



2 United Nations
Peacekeeping
Operations

rate of 21.3 per cent—both exceeding global averages of 8.6 per cent for military and 21.0 per cent for police personnel.

- **Gender-Strong Units (GSUs):** The EIF has supported the deployment of six GSUs since its inception, including three new deployments in 2024 by the Ghana Armed Forces, Sénégal National Police, and Sénégal National Gendarmerie. These deployments involved 1,182 personnel, with women representing 21 per cent (247 personnel).
- **Barrier Assessments:** Twelve institutions have conducted a Measuring Opportunities for Women in Peace Operations (MOWIP) Barrier Assessment supported by the EIF, with **ten barrier assessment reports launched to date.**
- **Capacity Building and Outreach:** EIF projects have trained **3,443 security personnel on gender issues and sexual exploitation and abuse**; conducted sensitisation sessions with **777 personnel** on United Nations peacekeeping opportunities; inaugurated **four** gender-sensitive infrastructure projects, and reached over **21,470 high school and tertiary students**—including 15,281 young women—through recruitment campaigns encouraging them to pursue careers in the security sector.
- **Programme Progress:** Ten EIF-supported projects have been successfully completed, with all fully achieving their intended results. In 2024, the EIF’s 3rd Programming Round received 30 Letters of Interest, with one project approved by year-end.


1,182 deployed
personnel in
gender-strong
units (GSU)


3,443
security personnel trained
on gender issues and
sexual exploitation and abuse

Progress Against the United Nations Uniformed Gender Parity Strategy (UGPS) Targets

In 2024, women represented **9.84** per cent of all uniformed personnel deployed to United Nations Peacekeeping Operations. While this aggregate figure reflects growing efforts to increase women’s participation, progress across the United Nations Uniformed Gender Parity Strategy (UGPS) targets remains uneven. Four of the five uniformed personnel categories met or exceeded the 2024 targets. However, **military contingents continue to lag behind** and women remain markedly underrepresented, at just **7.8** per cent (based on monthly averages across 2024).¹

1 Formed Police Units – 17.04 per cent (Target: 14 per cent); Individual Police – 31.13 per cent (Target: 21 per cent); United Nations Military Expert on Mission – 27.01 per cent (Target: 11 per cent), Staff Officers (Military) – 20.81 per cent (Target: 11 per cent), Troops – 7.79 per cent (Target: 25 per cent), All Personnel Types – 9.84 per cent (no aggregate target set). Deployment data from United Nations, *Peace and Security Data Hub*. Accessed 28 March 2025. Available at: <https://psdata.un.org>. Annual targets from United Nations, *Uniformed Gender Parity Strategy: Targets for 2024*. Accessed 28 March 2025. Available at: <https://peacekeeping.un.org/en/gender-parity>


10 Barrier
Assessment
reports launched

The EIF’s support—through funding, technical assistance, and guidance on strengthening institutional reform and accountability—has supported the development of more enabling conditions for inclusive deployments. It has enabled T/PCCs to advance the participation and deployment of women including in leadership, technical and operational roles. Ultimately, however, the responsibility for deploying uniformed women rests with T/PCCs. Achieving and sustaining gender parity will require continued commitment, targeted strategies, and stronger accountability at the national level.

**Fund Governance
and Strategic Direction**

In late 2023, the United Nations Security Council adopted resolution 2719, endorsing the use of assessed contributions for African Union-led (AU) peace support operations. This decision marked a shift in the global peacekeeping landscape, potentially signalling a future with more hybrid or regionally led models. These evolving dynamics will require the EIF to remain adaptive, ensuring its support continues to align with changing mission structures and strengthens gender-responsive reform in both United Nations and AU-led contexts.

At its October 2024 meeting, the EIF Steering Committee formally extended the Fund’s mandate through 31 December 2028. Canada remains a permanent member of the Committee, while the United Kingdom, Germany, and Australia have been confirmed as co-chairs for 2025, 2026, and 2027–2028 respectively. The EIF Secretariat, hosted by UN Women, continued to guide the Fund’s operations in line with its core principles of transparency, accountability, inclusiveness, and national leadership of reform processes.

In 2024, an independent Mid-Term Evaluation affirmed the EIF’s relevance, operational effectiveness, and strategic contribution to the United Nations’s Uniformed Gender Parity Strategy. The evaluation recognised the EIF as a leading mechanism for gender-responsive peacekeeping reform and recommended further strengthening of sustainability, monitoring, and institutional engagement. The EIF also expanded its monitoring and evaluation activities, conducting three field missions, issuing tailored guidance, and identifying emerging lessons and implementation gaps. The Fund also updated its internal tools and templates to support more consistent project planning, reporting, and financial oversight.

Strategic Advocacy and Global Influence

The EIF expanded its visibility and global engagement in 2024, reinforcing its strategic role in shaping global discussions on gender-responsive peacekeeping. By amplifying results, partner engagement, and supporting T/PCCs showcase progress achieved, the Fund contributed to increased visibility, political will, and momentum for reform. These efforts helped ensure that the experiences and perspectives of uniformed women were reflected more prominently in peacekeeping dialogues. They also aligned with the Fund’s commitment to transparency and accountability, fostering informed engagement with donors, Member States, and partners. The EIF’s support for T/PCC communications planning further strengthened recognition of EIF-funded activities at both national and international levels.

Report Structure and Scope

This report presents the EIF’s results and achievements from 1 January to 31 December 2024. It highlights the results and impacts that have been achieved through EIF-supported projects, as well as innovative practices, lessons learned, and emerging priorities for the Fund. The report is organised into five parts:

Part 1 - Results and Impact, highlights the EIF’s key aggregated results and impact at the Fund Level, in accordance with the EIF’s Monitoring and Evaluation Framework (MEF), and the EIF’s four outcomes.

Part 2 - Advocacy and Communications, focuses on the EIF’s growing global visibility as a result of its increased advocacy and communications activities.

Part 3 - Project Profiles, includes an overview of the status of each project, the project’s key results and how it contributes to the EIF’s results framework and its four outcomes, as of 31 December 2024.

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

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

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

While EIF-supported T/PCCs have made meaningful progress in improving institutional readiness and increasing the participation of women in peace operations, sustained advancement towards gender parity will depend on the sustained commitment of all actors. While the responsibility for deploying women—including to leadership, technical, and operational roles—rests primarily with T/PCCs, deployments must also align with the operational needs of peacekeeping operations and the force generation priorities of the Department of Peace Operations (DPO). In some cases, T/PCCs have expressed willingness to deploy more women, but their expertise and skillsets may not always correspond with mission requirements.

The EIF will continue to support innovative efforts that create the enabling conditions for women to serve and thrive. However, achieving sustainable change will require political will, adequate resourcing, and accountability at both national and international levels. Advancing gender equality in peacekeeping is not only a matter of fairness—it is essential to the credibility, effectiveness, and impact of peace operations, and a *“prerequisite for sustainable peace.”*²

² United Nations, *Secretary-General’s 2023 Report on Women, Peace and Security (S/2023/725)*. See footnote 1.

Elsie Initiative Fund Overview

The Elsie Initiative Fund (EIF), a United Nations multi-partner trust fund administered by the United Nations Development Programme (UNDP) Multi-Partner Trust Fund Office (MPTFO),³ was launched in 2019 by the United Nations, Canada, and Member States for an initial five-year period (2019-2024), with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) hosting the EIF Secretariat. In January 2023, the EIF Steering Committee extended the EIF’s Terms of Reference (TOR), for an additional two years, until 31 December 2025, with a commitment to further extend the TOR to 31 December 2028. The EIF Steering Committee agreed to formally extend the EIF to 31 December 2028, at its October 2024 Steering Committee meeting, with version three (V3) of the EIF TOR published on the Fund’s website.⁴

The EIF is an innovative, multilateral fund that aims to support and incentivise global efforts to increase the meaningful participation of uniformed women in United Nations peace operations. The EIF was established to help advance progress towards the gender targets set out in the United Nations Department of Peace Operations’ (DPO) Uniformed Gender Parity Strategy 2018-2028 (UGPS).⁵ To meet these targets and increase the meaningful participation of uniformed women peacekeepers, dedicated commitment and high-level support from troop- and police-contributing countries (T/PCCs) and the United Nations are critical to ensure that women are deployed at all levels, ranks, and roles—including leadership and decision-making positions.

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

³ United Nations Multi-Partner Trust Fund Office, *MPTF Office Gateway – Elsie Initiative Fund*. Accessed 28 March 2025. Available at: <https://mptf.undp.org/fund/eif00>

⁴ *Elsie Initiative Fund, Terms of Reference*, version 3, October 2024. Accessed 28 March 2025. Available at: <https://elsiefund.org/wp-content/uploads/2024/11/EIF-TOR-2019-2028-FINAL-V3.pdf>

⁵ United Nations Department of Peace Operations, *Uniformed Gender Parity Strategy 2018–2028 (UGPS)*. Accessed 28 March 2025. Available at: <https://peacekeeping.un.org/sites/default/files/ugps.pdf>

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

Since its inception in 2019, the EIF has conducted two programming rounds and is progressing with the roll-out of its 3rd programming round, launched in March 2023, with T/PCCs and United Nations peace operations invited to submit a detailed proposal in February 2024. Across all three programming rounds, 91 letters of interest (LOI) from 38 T/PCCs and eight United Nations organisations have been received, as shown in **Table 1**.

As of December 2024, the EIF has approved funding for **21 projects** covering **22 security institutions** across **14 countries** and **two United Nations Peacekeeping Operations**. Of these, 11 projects involve a T/PCC in partnership with a United Nations agency with the security institution as the beneficiary; eight projects are being implemented directly by T/PCCs as the fund recipients and beneficiaries, two projects are for United Nations Peacekeeping Operations.⁶ Ten of these projects were successfully completed by the end of 2024.⁷

The 3rd programming round saw a significant increase in both the number of LOIs received and the number of T/PCCs submitting these LOIs. Notably, 12 submissions came from T/PCCs that had not previously submitted an LOI to the Fund, underscoring a growing interest in EIF funding opportunities. This trend can be attributed in part to the EIF’s enhanced advocacy efforts and support to prospective applicants, which includes advocacy about the Fund’s results and impact and the conduct of capacity-building workshops on the Fund’s application process.

Of the 30 LOIs received in the 3rd programming round, 10 T/PCCs (four Police-Contributing Countries (PCCs) and seven Troop-Contributing Countries (TCCs), including one joint submission), and two United Nations peace operations were invited to submit detailed project proposals. These included 11 proposals for Measuring Opportunities for Women in Peace Operations (MOWIP) Barrier Assessments (BAs), two of which included

⁶ Since its inception in 2019, the EIF has approved 21 projects: (i) Bangladesh Armed Forces (1st PR; 2021); (ii) Cambodia Armed Forces (2nd PR; 2022); (iii) Côte d’Ivoire Police (2nd PR; 2021); (iv) Côte d’Ivoire Armed Forces (3rd PR; 2024); (v) Ghana Armed Forces (2nd PR; 2022); (vi) Jordan Public Security Directorate (1st PR; 2021); (vii) Liberia Armed Forces (1st PR; 2021); (viii) Mexico Armed Forces, Navy, and Police (1st PR; 2021); (ix) Niger Armed Forces and Police (1st PR; 2021); (x) Sénégal Armed Forces (2nd PR; 2022), (xi) Sénégal National Gendarmerie (1st PR; 2020), (xii) Sénégal National Police (1st PR; 2020); (xiii) Sierra Leone Armed Forces (1st PR; 2021), (xiv) Sierra Leone Police (1st PR; 2021); (xv) Togo Armed Forces (1st PR; 2021); (xvi) Togo Police (2nd PR; 2021); (xvii) Uganda Police Force (2nd PR; 2022); (xviii) Uruguay Armed Forces (2nd PR; 2022); (xix) Zambia Police Service (2nd PR; 2022); (xx) UNIFIL (2nd PR; 2021); (xxi) MINUSMA (2nd PR; 2022).

⁷ (i) Cambodia Armed Forces (2nd PR; 2022); (ii) Côte d’Ivoire Police (2nd PR; 2021); (iii) Ghana Armed Forces (2nd PR; 2022); (iv) Jordan Public Security Directorate (1st PR; 2021); (v) Liberia Armed Forces (1st PR; 2021); (vi) Mexico Armed Forces, Navy, and Police (1st PR; 2021); (vii) Sierra Leone Armed Forces (1st PR; 2021), (viii) Sierra Leone Police (1st PR; 2021); (ix) Uganda Police Force (2nd PR; 2022); (xx) UNIFIL (2nd PR; 2021).

a Gender-Strong Unit (GSU) premium request. Additionally, all six T/PCCs that had previously completed an EIF-funded MOWIP assessment were invited to submit a flexible project funding (FPF) proposal. The EIF Steering Committee approved one MOWIP BA project in 2024, while the remaining projects are under review for endorsement in 2025.

Table 1. Summary of LOIs received by the EIF in the first three programming rounds, as of 31 December 2024

Programming Round	# LOIs	# T/PCC	# PUNOs	# New T/PCCs (not previously applied)	# LOIs from T/PCCs	# T/PCC Security Institutions supported	# LOIs from UN Organisations	# Approved Projects
1: launched June 2019	41	19	4	19	35	13	6	10
2: launched April 2021	20	16	2	7	18	8	2	10
3: launched March 2023	30	22	3	12	27	Up to 19: 13 MOWIP 6 FPF ⁸	3	1 to date
Total	91 ⁹	38 ¹⁰	7 ¹¹	38	80	Up to 40	11	21

EIF Governance

The governance of the EIF is guided by the four MPTF principles of inclusiveness, transparency, accountability, and country participation.

In 2024, the composition and structure of the EIF Steering Committee were updated. Canada, as founding member and co-chair from the EIF’s inception until December 2024, will remain on the Steering Committee for the renewed period of the TOR until 31 December 2028, with the option to extend its membership thereafter.

The selection of the Steering Committee co-chair follows criteria agreed upon by the Steering Committee. Only countries that have contributed to the fund within the past five years are eligible to apply. The co-chair serves a term of one to three years, with the possibility of renewal. Additionally, a country may only hold one position on the Steering Committee at a time.

⁸ All security institutions listed under approved projects previously completed an EIF-funded MOWIP BA.
⁹ While the EIF receives a high number of LOIs, only a limited number can be supported. Selections are made in line with the EIF Terms of Reference and subject to available resources.
¹⁰ Where a T/PCC submitted more than one LOI, it is counted only once.
¹¹ Where a PUNO submitted more than one LOI, it is counted only once.

Co-chair appointments have been agreed with the United Kingdom serving as co-chair in 2025, followed by Germany in 2026, and Australia taking on the role for the 2027-2028 term.

EIF Governance Structure

- **Steering Committee:** An eight-member body that governs the Fund, subject to the United Nations’ regulations, rules, policies, and procedures, and provides strategic guidance to achieve the EIF’s programmatic objectives. The Steering Committee meets in person once or twice a year and may also conduct email meetings, as needed, to endorse project proposals and other key EIF documents.
- **Steering Committee Composition:**
 - **Permanent Members:** (i) DPO, (ii) Executive Office of the Secretary-General (EOSG), and (iii) UN Women, which also serves as one of the Steering Committee co-chairs and hosts the EIF Secretariat.
 - **Rotating Members (two-year terms):** (i) a country that contributes to the EIF, (ii) a T/PCC eligible for Official Development Assistance (ODA), and (iii) a member from Canada’s Elsie Initiative Contact Group.¹²

In 2024, Mongolia served as the T/PCC member, and Sénégal replaced Uruguay as the Elsie Contact Group member. The United Kingdom remained as the EIF contributor, being the next highest contributor after Canada.¹³

- **Administrative Agent (AA):** The MPTFO serves as the AA and an ex officio Steering Committee member, responsible for receiving, administering, and releasing funds in accordance with the Steering Committee decisions and United Nations regulations. The United Nations co-chair authorises fund disbursements. The MPTFO does not have voting rights.
- **Technical Committee:** A body recommended by the Steering Committee that provides technical guidance to the EIF Secretariat. The Technical Committee brings together academic, gender, geographic, field mission, and military and police operational expertise.
- **The EIF Secretariat:** Hosted by UN Women, the Secretariat is responsible for the operational functioning of the Fund. It provides technical and administrative support to the Steering Committee, conducts due diligence on project proposals, oversees monitoring and evaluation procedures, and provides capacity-building support to fund applicants.

¹² Government of Canada, *The Elsie Initiative for Women in Peace Operations*. Accessed 28 March 2025. Available at: https://www.international.gc.ca/world-monde/issues_development-enjeux_developpement/gender_equality-egalite_des_genres/elsie_initiative-initiative_elsie.aspx?lang=eng
¹³ Information on previous Steering Committee members is available on the EIF website. *EIF, Structure of the EIF*. Accessed 28 March 2025. Available at: <https://elsiefund.org/structure-eifund/>

Partnerships and Collaboration

The EIF continues to collaborate with a broad range of partners, leveraging their expertise, resources, and networks to advance gender equality in peace operations:

- **DCAF** – Geneva Centre for Security Sector Governance and **Cornell University's** Gender and Security Sector Lab (GSS Lab): In October 2020, DCAF and the GSS Lab developed the MOWIP BA methodology as part of the Elsie Initiative.¹⁴ DCAF subsequently established the DCAF Help Desk, which provides technical support on implementing the MOWIP methodology.¹⁵ The EIF maintains close coordination with both institutions to support T/PCC recipients conducting or planning a BA using the MOWIP methodology. This support includes providing information about the methodology, implementation and the three MOWIP partnership models.¹⁶
- **Donors:** The EIF's innovative and ambitious programming is made possible through the generous financial contributions and in-kind support of its donors. As of 31 December 2024, contributions and commitments from Australia, Canada, Denmark, Finland, Germany, the Netherlands, Norway, the Republic of Korea, and the United Kingdom totalled US\$40,975,794, bringing the Fund to just over its initial US\$40 million target. This includes nearly US\$4.5 million in new contributions and commitments made in 2024. Further details can be found on the EIF portal on the MPTFO website.¹⁷
- **Member States, Fund Recipients, and Implementing Partners:** The EIF's work is informed by the insights, experiences, and expertise of Member States, women and men peacekeepers, and fund recipients. The Secretariat acknowledges the role of regional and national military and police organisations and appreciates the support provided by the UNDP and UN Women Regional and Country Offices in supporting the development and implementation of T/PCC and Participating United Nations Organisation (PUNO) submissions.
- **Department of Peace Operations:** The EIF collaborates closely with DPO, including its Office of Military Affairs (OMA), Police Division (PD), Office for Coordination and Shared Services (OCSS), and Strategic Force Generation and Capability Planning Cell (SFGC). These entities provide strategic and technical guidance to help the Fund achieve its programmatic objectives.

14 DCAF – Geneva Centre for Security Sector Governance, *The Elsie Initiative*, accessed 28 March 2025. Available at: <https://www.dcaf.ch/elsie-initiative>; and Gender and Security Sector Lab, *About the Lab*. Accessed 28 March 2025. Available at: <https://www.sabrinamkarim.com/gsslab>

15 DCAF – Geneva Centre for Security Sector Governance, *Measuring Opportunities for Women in Peace Operations* (MOWIP). Accessed 28 March 2025. Available at: <https://www.dcaf.ch/mowip>

16 Information on the three partnership models can be accessed here: DCAF – Geneva Centre for Security Sector Governance, *Explainer: Options for Implementing the MOWIP Methodology*. Accessed 28 March 2025. Available at: https://www.dcaf.ch/sites/default/files/imce/GSD/Explainer_01_Options_Implementation_Modalities_26.05.2023.pdf

17 Multi-Partner Trust Fund Office, *Elsie Initiative Fund*. Accessed 28 March 2025. Available at: <https://mptf.undp.org/fund/eif00>

- **Department of Operational Support (DOS):** The Canada-funded Elsie Initiative for Field Missions Facilities and Infrastructure (EIFM) project, led by DOS, has developed gender-sensitive infrastructure recommendations and guidelines for United Nations Field Missions. These guidelines can also be used to support the construction of women's accommodation, barracks, training facilities, and childcare spaces in T/PCCs and can be accessed upon request to the United Nations.¹⁸
- **The Women, Peace, and Security (WPS) Community:** The EIF engages with research institutions, civil society organisations (CSOs), and women's military and police networks working to advance the WPS agenda. The Fund also recognises the leadership and advocacy of organisations such as the WPS Chiefs of Defence (CHoDS) Network, currently chaired by Vice Admiral Antonette Wemyss Gorman, Chief of Defence Staff of the Jamaica Defence Force,¹⁹ the Peace Operations Training Institute (POTI),²⁰ the International Police Peacekeeping Operations Support Program (IPPOS), the United Nations Institute for Training and Research (UNITAR),²¹ national and international peacekeeping training centres and the Organisation internationale de la Francophonie (OIF)²² in promoting gender equality within security institutions.



CENTRAL AFRICAN REPUBLIC, 14 JUNE 2023: Tunisian peacekeeper, Captain Sassi, believes that it is everyone's responsibility to promote peace for humanity. She works with local leaders and journalists to share factual and timely information with local communities on behalf of the United Nations Mission in the Central African Republic (MINUSCA).

Photo: MINUSCA

18 Information about the Elsie Initiative for Field Missions can be accessed here: *United Nations, Supply Chain launches 2nd phase of the Elsie Initiative for Field Missions*. Accessed 28 March 2025. Available at: <https://www.un.org/en/delegate/supply-chain-launches-2nd-phase-elsie-initiative-field>

19 Information on the WPS CHoDS Network can be accessed here: *WPS Chiefs of Defence Network, Message from the Chairperson*. Accessed 28 March 2025. Available at: <https://wpschods.com/message-from-the-chairperson/>

20 Peace Operations Training Institute (POTI), *Official Website*, accessed 28 March 2025. Available at: <https://www.peaceopstraining.org/>

21 United Nations Institute for Training and Research, *Home*. Accessed 28 March 2025. Available at: <https://unitar.org/>

22 Organisation internationale de la Francophonie, *Accueil*. Accessed 28 March 2025. Available at: <https://www.francophonie.org/>

Highlights



- 11 JANUARY
EIF Steering Committee (SC) Meeting – 3rd Programming Round applicants invited to submit a detailed proposal

 - 17 Security Institutions from 13 T/PCCs
 - 2 UN missions
- 1 FEBRUARY
EIF as a Panelist: Barrier Assessment experience sharing, hosted by **CANADA** and **GERMANY**

SÉNÉGAL National Gendarmerie opens daycare
- 26 – 29 FEBRUARY
EIF conducts capacity-building workshop for 3 new EIF Secretariat members
- 18 MARCH – 3 APRIL
EIF Webinar Series: 10 capacity-building webinars for 3rd PR recipients
- 15 APRIL
 EIF presents at **AUSTRALIA'S High Commission to GHANA** - WPS panel discussion [on-line]
- 1 May
SÉNÉGAL joined EIF SC as Elsie Contact Group Member, replacing **URUGUAY**
- 13 MAY
SÉNÉGAL National Gendarmerie deploys its **3rd GSU** to MONUSCO
- 13 – 17 MAY
 EIF presents at **IPPOS-UNITAR WORKSHOP IN NEPAL** on police peacekeeping alongside **SÉNÉGAL** Police and Gendarmerie
- 28 MAY
GHANA Armed Forces inaugurates 100-bed female recruit accommodation facility
- 30 MAY
 EIF presents at **OIF Seminar in CAMEROON**, on recruitment opportunities in police peacekeeping [on-line]
- 25 JUNE
 EIF Secretariat **briefing to Donors and SC** on the 2023 EIF Annual Report
- 15 – 19 JULY
 EIF conducts **2nd EIF monitoring and project closure** visit to **JORDAN**

- 16 JULY
JORDAN Public Security Directorate inaugurates its **Gender Capacity Building Center**
- 30 JULY
Royal CAMBODIAN Armed Forces MOWIP Report Launch, in partnership with UN Women
- 29 JULY – 2 AUGUST
 EIF conducts 1st monitoring visit to **URUGUAY**
- 19 – 23 AUGUST
 EIF conducts 1st monitoring mission to **ZAMBIA**
 UNDP and EIF conduct **IT equipment handover ceremony** to **ZAMBIA** Police Service
- 21 SEPTEMBER
 EIF presents at **UN Summit of the Future Side Event on Women in Peacekeeping** [on-line]
- 16 OCTOBER 2024
EIF SC Meeting:

 - EIF Terms of Reference extended to 31 December 2028
 - New SC Co-chair: **UK** - 2025; **GERMANY** - 2026; **AUSTRALIA** - 2027-2028
 - Founding Member: **CANADA**
 - Independent EIF Mid-Term Evaluation report presented
- 22 – 23 OCTOBER
EIF as a Panelist: RESDAL International Conference on Safe and Inclusive Environments - **BRAZIL**
- 24 OCTOBER
 EIF presents at **OIF-Senghor University training** on Women, Peace and Security [on-line]
- 12 NOVEMBER
 EIF presents at the **ASEAN Regional Knowledge Exchange Event** on uniformed women's participation in peacekeeping [on-line]
- 9 DECEMBER
URUGUAY launches children's book about Peacekeeping, EIF presents certificates to peacekeeper authors
- 10 – 11 DECEMBER
 EIF participates in the **Peacekeeping Ministerial Preparatory Meeting in URUGUAY**
- 12 DECEMBER
 EIF presents at **URUGUAY'S 2nd International Peacekeeping Conference**
SÉNÉGAL Armed Forces - MOWIP REPORT LAUNCH
- 18 DECEMBER
 EIF SC approves **CÔTE D'IVOIRE** Armed Forces MOWIP assessment project



DEMOCRATIC REPUBLIC OF THE CONGO, 2024: Lieutenant Sira, Sénégál FPU 3, heading out for a patrol.
Photo: Sénégál National Police

Part 1: Results and Impact

In 2024, the Elsie Initiative Fund (EIF) continued to make a tangible impact in advancing the meaningful participation of uniformed women in United Nations peace operations. EIF-funded projects delivered measurable progress toward the Fund’s four outcomes, accelerating change in the deployment of uniformed women in United Nations peace operations and strengthening their participation within national security institutions. The results and impact of seven ongoing projects and three successfully completed projects in 2024 are outlined below.²³

The EIF strengthened its monitoring and evaluation efforts through the continued

implementation of the EIF Monitoring and Evaluation Framework (MEF) at both fund and project levels. In 2024, an independent mid-term evaluation, conducted by **Gender Associations International Consulting GmbH**,²⁴ assessed the Fund’s operational effectiveness.²⁵ Throughout the year, the EIF enhanced data-driven reporting at the project level by conducting three mid-term monitoring visits, capturing key project results, identifying lessons learned, and providing capacity-building support, training and technical advice, on project monitoring and evaluation for security institutions and participating United Nations organisations (PUNOs).

To further expand its reach as a global programme, the EIF Secretariat made substantial progress in rolling out the 3rd Programming Round,

²⁴ Gesellschaft mit beschränkter Haftung (GmbH) – company with limited liability.



BANGUI, CENTRAL AFRICAN REPUBLIC, 24 MAY 2022: Submission of applications to the Town Hall of the 3rd arrondissement for the recruitment of 1,000 future police and gendarme students—500 for the Police and 500 for the Gendarmerie. Applications are received through the 10 districts of Bangui. An activity supported by the United Nations Mission in the Central African Republic (MINUSCA), as part of the restoration of State authority.
Photo: MINUSCA

²³ Further details on EIF-funded projects can be found in Part 3 – Project Profiles.

²⁵ Gender Associations International Consulting GmbH, *Independent Evaluation of the EIF*. Accessed 19 March 2025. Available at: <https://elsiefund.org/wp-content/uploads/2024/11/Independent-Evaluation-of-the-EIF.pdf>

supporting 16 security institutions and two United Nations peace operations in developing evidence-based proposals that meet the EIF’s programming requirements. A key focus was on strengthening project results frameworks and providing targeted capacity-building for Troop- and Police-Contributing Countries (T/PCCs) and PUNOs to refine their proposals. As a result, one project was approved by the EIF Steering

Committee in 2024, while 15 additional projects remain under review for approval in 2025.

The following section presents an overview of the EIF MEF, highlights key findings from the independent mid-term evaluation, and summarises the Fund’s aggregated results at the impact, outcome, and output levels.

EIF Monitoring and Evaluation Framework (MEF)

As described in the EIF MEF, the EIF’s ultimate impact is to contribute to **accelerating the pace of change towards the meaningful participation of uniformed women in United Nations peace operations**. The EIF’s secondary aim is to **contribute to the global conversation on increasing the representation of uniformed women in United Nations peace operations through knowledge generation, including through advocacy and engagement**. These impacts are to be achieved through the EIF’s four outcomes described below, with each EIF-funded project required to contribute to one or more of these outcomes. The EIF contributes to the United Nations Sustainable Development Goals (SDGs) 5 and 16,²⁶ with all EIF-funded projects classified as United Nations Country Team (UNCT) Gender Equality Marker (GEM) – UNCT-GEM 3.²⁷

OUTCOME 1:

EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS.

Identifying and understanding the range of barriers that prevent women’s full and equal participation in United Nations Peacekeeping Operations and security sector institutions

is a prerequisite to formulating recommendations that can contribute to the reduction of barriers to the deployment of uniformed women. This outcome can be achieved through the conduct of a comprehensive Barrier Assessment (BA) to advance country-specific knowledge of barriers to deployment.

26 The EIF contributes to SDGs 5 and 16. SDG 5 aims to achieve gender equality and empower all women and girls, while SDG 16 seeks to promote peaceful and inclusive societies, ensure access to justice for all, and build effective, accountable, and inclusive institutions.

27 The United Nations Country Team Gender Equality Marker (UNCT-GEM) is a planning and accountability tool that tracks how United Nations Country Teams (UNCTs) allocate resources to advance gender equality and women’s empowerment (GEWE). It uses a four-point coding scale (0–3) to indicate the planned contribution of a sub-output to gender equality. United Nations Sustainable Development Group, UNCT-GEM Guidance Note, 2024. Accessed 15 March 2025. Available at: <https://unsdg.un.org/resources/unct-gender-equality-marker-guidance-note-2024>

OUTCOME 2:

INCREASED MEANINGFUL DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS.

The provision of financial assistance and commitments through the Gender-Strong Unit (GSU)²⁸ premium can support T/PCC fund recipients to further enhance the meaningful participation of uniformed women across all levels, including in leadership and technical roles.

OUTCOME 3:

INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS.

Increasing the pool of uniformed women eligible to deploy as United Nations peacekeepers is important to ensure that there are enough uniformed women at all ranks and levels in United Nations Peacekeeping Operations. This outcome can be achieved through the implementation of activities, including, but not limited to, developing policies and procedures to recruit uniformed women, launching recruitment campaigns with targeted messaging for women—including outreach to students—and conducting capacity-building activities to advance women’s skills and prepare for national and United Nations examinations.

OUTCOME 4:

IMPROVED WORKING/LIVING CONDITIONS FOR UNIFORMED WOMEN PEACEKEEPERS IN UNITED NATIONS MISSIONS.

Enhancing working and/or living conditions for uniformed women peacekeepers can help ensure equal opportunities for deployment and address specific gender-related barriers that women face while on deployment. This outcome may be achieved through in-mission innovative pilot projects that improve workplace safety, as well as through the provision of gender-sensitive infrastructure and equipment.

28 A Gender-Strong Unit (GSU) is a military unit or Formed Police Unit (FPU) that includes a high percentage of women in operationally significant roles. The GSU premium is designed to incentivise T/PCCs to train, deploy, and integrate more women into formed units, ensuring horizontal and vertical integration across all roles and ranks. The term “GSU” is specific to the EIF and should not be confused with the gender-integrated FPU of the Department of Peace Operations (DPO) Police Division.

EIF Mid-Term Evaluation – Key Findings:

A major milestone for the EIF in 2024 was the Independent Mid-Term Evaluation. The assessment examined the effectiveness of the EIF’s operationalisation from its inception to mid-2024, with a strong focus on its operational processes, procedures and programming. The evaluation found that stakeholders viewed the EIF and its Secretariat positively, recognising it as an innovative mechanism with strong initial results and global recognition. It highlighted the EIF’s role in building momentum within the United Nations, T/PCCs, donors, and security institutions to advance uniformed women’s participation in peace operations.

It also examined the EIF’s operational processes, monitoring, evaluation and learning (MEL), sustainability, and strategic communications. It underscored the EIF’s evidence-based approach through the use of the DCAF – Geneva Centre for Security Sector Governance’s Measuring Opportunities for Women in Peacekeeping (MOWIP) Barrier Assessment (BA) methodology,²⁹ the Fund’s role in driving systemic change, and its contribution to advancing the United Nations Uniformed Gender Parity Strategy 2018–2028 (UGPS).³⁰ It identified key findings on the most significant changes resulting from EIF’s implementation, as outlined in **Tables 2** and **3** below:

29 DCAF – Geneva Centre for Security Sector Governance, *Measuring Opportunities for Women in Peacekeeping (MOWIP) Barrier Assessment (BA) methodology*. Accessed 28 March 2025. Available at: <https://www.dcaf.ch/mowip>

30 United Nations Department of Peace Operations, *United Nations Uniformed Gender Parity Strategy 2018–2028 (UGPS)*. Accessed 28 March 2025. Available at: <https://peacekeeping.un.org/en/gender-parity>

Table 2: Mid-Term Evaluation - Key Highlights and Lessons

KEY HIGHLIGHTS	<ul style="list-style-type: none">Stakeholders have a very positive view of the EIF and its Secretariat.The Fund is seen as innovative, with strong initial results recognised globally.The EIF has built momentum at the UN, with T/PCCs, donors, and in SSIs to enhance uniformed women’s participation in peace operations.
KEY LESSONS LEARNED	<ul style="list-style-type: none">Comprehensive BAs like the MOWIP are essential for building and evidence base.Collaboration among EIF, DPO, and other stakeholders advances UGPS and EIF objectives.

Table 3: Mid-Term Evaluation - Most Significant Changes

STRONG RESULTS	Notable success achieved to date
INNOVATIVE PLATFORM	EIF established as a pioneering multilateral platform
GLOBAL AWARENESS	Increased focus on women in peacekeeping operations
EVIDENCE-BASED APPROACH	Implementation guided by MOWIP data
SYSTEMIC CHANGE	Promoted uniformed women’s meaningful participation in PKOs
MOBILISATION	Uniformed Gender Parity Strategy

EIF Impact

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

The EIF continues to advance the meaningful participation of uniformed women in United Nations peace operations and remains a driving force in the implementation of the UGPS. In 2024, the global average of women deployed as military and police personnel was 8.6 per cent and 21.0 per cent, respectively. These figures reflect a continuous upward trend since the launch of the UGPS in 2018, when women represented only 4.0 per cent of all military personnel and 11.3 per cent of all police personnel. Six years later, police personnel have met the strategy’s targets, while military personnel in contingents remain below the 2024 target of 11.0 per cent.

Since its inception in 2019, the EIF has been a catalyst for accelerating progress toward UGPS targets and increasing the deployment of uniformed women. In 2024, EIF-funded TCCs deployed 13.9 per cent women, while EIF-funded PCCs deployed 21.3 per cent—both figures surpassing the global averages for military and police personnel.

Graphs 1 and **2** below present detailed descriptive statistics, disaggregated by military and police personnel, as well as by funding modalities—MOWIP BA and Flexible Project Funding (FPF)—compared against the global average from 2018 to 2024.³¹

31 All EIF fund recipients that requested funding to undertake a BA used the DCAF MOWIP BA methodology. DCAF – Geneva Centre for Security Sector Governance, *Measuring Opportunities for Women in Peace Operations (MOWIP)*. Accessed 28 March 2025. Available at: <https://www.dcaf.ch/mowip>

Graph 1 presents the percentage of military women deployed by TCCs since the launch of the UGPS. It also disaggregates the data by EIF fund recipients and funding modalities—MOWIP BA or FPF.

Between 2018 and 2024, the percentage of women peacekeepers deployed by TCCs steadily increased across all categories. However, EIF-funded TCCs consistently outperformed the global average, demonstrating the impact of targeted funding and interventions in advancing women’s participation in peacekeeping deployments.

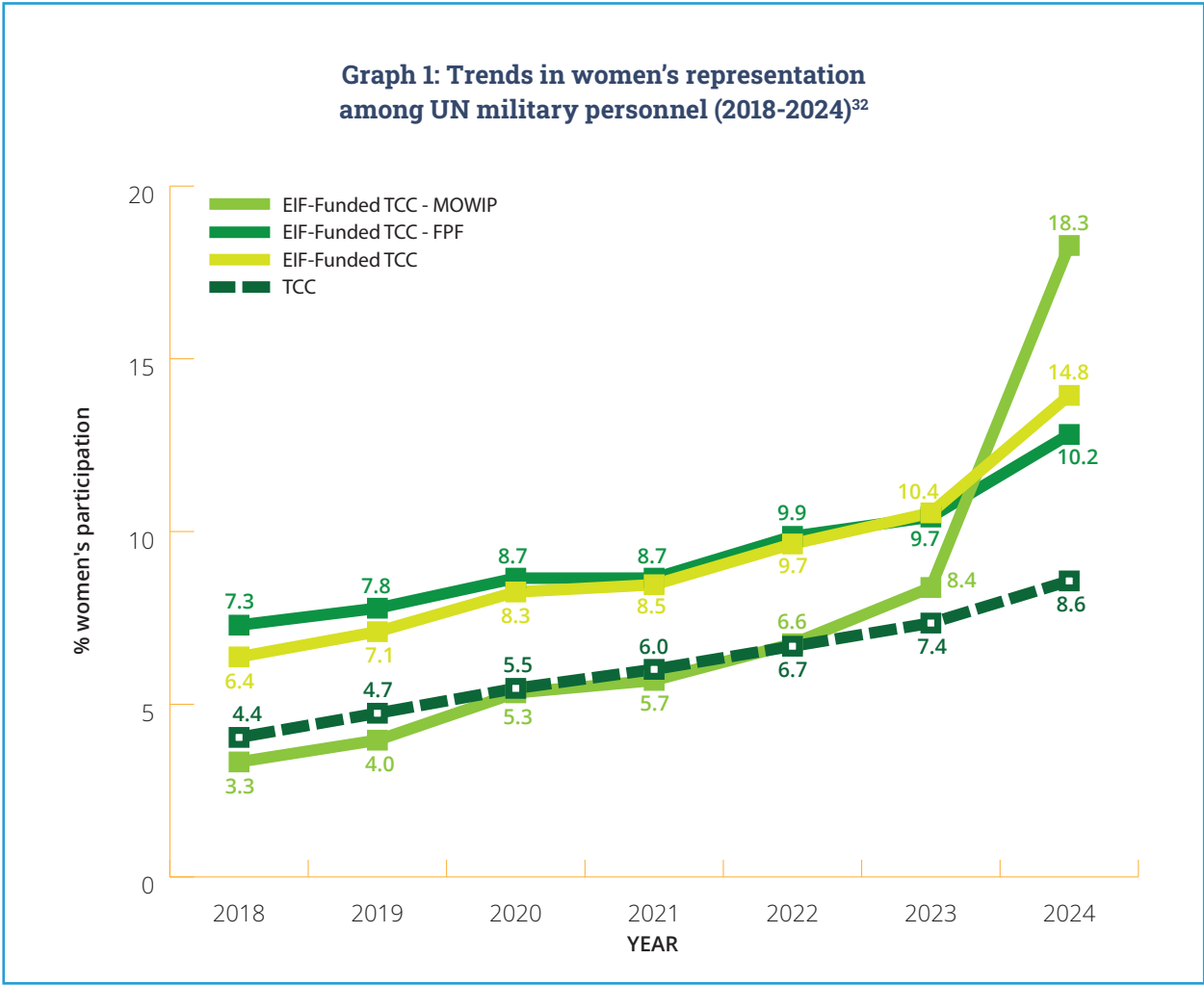
In 2018, women accounted for 6.4 per cent of personnel deployed by EIF-funded TCCs, compared to 4.0 per cent across all TCCs. Over time, this gap widened, with EIF-funded TCCs reaching 13.9 per cent in 2024, while the overall TCC figure grew more modestly to 8.6 per cent. This trend highlights the critical role of EIF-supported initiatives in accelerating progress toward gender parity in peace operations.

Among EIF funding modalities, TCCs that conducted a MOWIP BA saw the most significant increase. Between 2018 and 2023, the percentage of women deployed in these TCCs rose steadily from 3.3 per cent to 8.4 per cent. In 2024, a sharp spike brought this figure to 18.3 per cent, suggesting that these TCCs prioritised increasing the deployment of women and achieving gender targets. While this may indicate that conducting a MOWIP BA contributed to boosting women’s deployments, it does not imply direct causation, as multiple factors—including national policies, institutional commitments, and broader peacekeeping dynamics—likely influenced these outcomes.

Meanwhile, TCCs supported through FPF followed a more gradual trajectory, increasing from 7.3 per cent in 2018 to 12.8 per cent in 2024—four percentage points above the global average.

These trends suggest that EIF-funded T/PCC initiatives contribute to meaningful and sustained progress in increasing the deployment of women in United Nations peacekeeping. The sharp rise observed in 2024, particularly among TCCs that conducted a MOWIP BA, underscores the importance of continued investment in

evidence-based approaches to address barriers and funding targeted initiatives to overcome them. Sustaining this momentum will be critical to ensuring long-term, sustainable and systemic change to advance the meaningful participation of women in United Nations peace operations.



32 Aggregated data for EIF-funded TCC projects is sourced from the United Nations Peace Security Data Hub. The dataset includes yearly averages of uniformed women deployed across all military categories for projects under implementation or completed since the EIF's inception. Projects approved but not yet implemented, or those that were terminated, are excluded from this analysis. United Nations, *Peace and Security Data Hub*. Accessed 28 March 2025. Available at: <https://psdata.un.org>

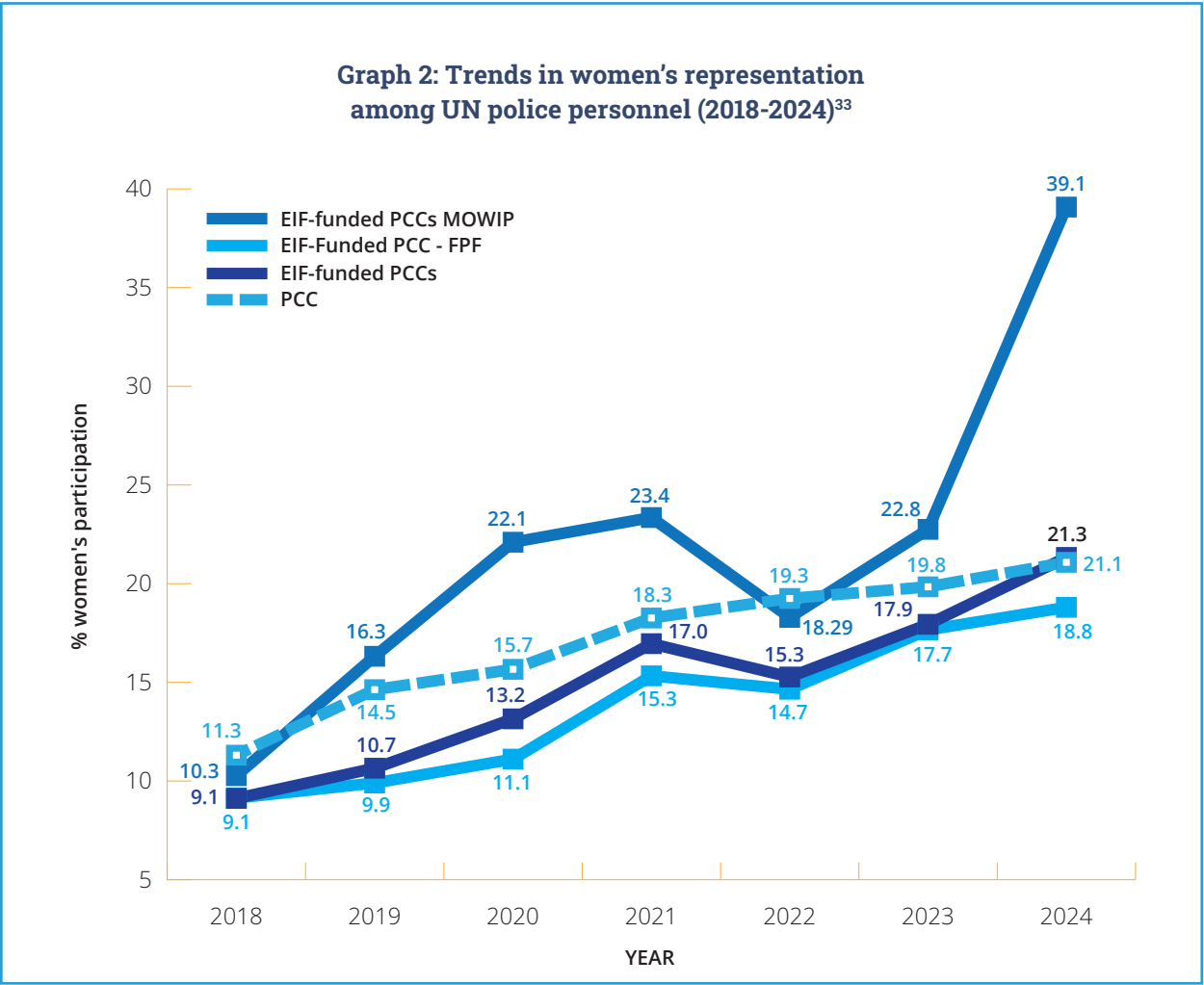
EIF-funded TCCs are grouped as follows:

- 8 TCCs (FPF & MOWIP): (i) Royal Cambodian Armed Forces, (ii) Ghana Armed Forces, (iii) Liberia Armed Forces, (iv) Mexico Armed Forces, (v) Sénégal Armed Forces, (vi) Sierra Leone Armed Forces, (vii) Togo Armed Forces, (viii) Uruguay Armed Forces.
- 6 TCCs (MOWIP): (i) Royal Cambodian Armed Forces, (ii) Liberia Armed Forces, (iii) Mexico Armed Forces, (iv) Sénégal Armed Forces, (v) Sierra Leone Armed Forces, (vi) Togo Armed Forces.
- 3 TCCs (FPF): (i) Ghana Armed Forces (*DCAF MOWIP pilot*), (ii) Togo Armed Forces, (iii) Uruguay Armed Forces (*DCAF MOWIP pilot*).

While these descriptive statistics suggest that EIF funding is associated with increased women's deployments, they do not imply a direct causal relationship. Further analysis would be required to determine the extent to which EIF-funded interventions influenced these trends.

Graph 2 illustrates trends in the percentage of uniformed women police deployed by PCCs since the launch of the UGPS. Between 2018

and 2024, the percentage of women deployed by PCCs steadily increased, with EIF-supported PCCs generally outperforming the global average by 2024. However, trends varied significantly depending on funding modalities. The overall PCC average rose from 11.3 per cent in 2018 to 21.0 per cent in 2024, meeting the UGPS targets for Individual Police Officers (IPOs) and Formed Police Unit (FPU) police personnel.



33 Aggregated data for EIF-funded PCC projects is also sourced from the United Nations Peace Security Data Hub. The dataset includes yearly averages of uniformed women deployed across all police categories for projects under implementation or completed since the EIF's inception. United Nations, *Peace and Security Data Hub*. Accessed 28 March 2025. Available at: <https://psdata.un.org>

EIF-funded PCCs are grouped as follows:

- 8 PCCs (FPF & MOWIP): (i) Côte d'Ivoire Police, (ii) Jordan Public Security Directorate (*DCAF MOWIP pilot*), (iii) Mexico Police, (iv) Sénégal National Gendarmerie and Sénégal National Police (*DCAF MOWIP pilot – combined*), (v) Sierra Leone Police, (vi) Togo Police, (vii) Uganda Police Force, (viii) Zambia Police Service.
- 5 PCCs (MOWIP only): (i) Côte d'Ivoire Police, (ii) Mexico Police, (iii) Sierra Leone Police, (iv) Togo Police, (v) Uganda Police Force.
- 3 PCCs (FPF): (i) Jordan Public Security Directorate, (ii) Sénégal National Gendarmerie and Sénégal National Police (*DCAF MOWIP pilot – combined*), (iii) Zambia Police Service.

EIF-funded PCCs followed a different trajectory compared to the overall trend. From 2018 to 2021, prior to EIF project implementation, the share of women in these PCCs remained below the global PCC average. In 2018, women comprised 9.1 per cent of PCCs that later received EIF funding, compared to 11.3 per cent globally. This gap persisted over the next few years, with EIF-funded PCCs reaching 17.0 per cent in 2021, still slightly behind the global figure of 18.3 per cent. However, by 2022, when EIF-funded PCCs began project implementation, the gap between their deployment rates and the global average widened, with EIF-funded PCCs deploying 15.3 per cent women compared to the overall PCC average of 19.3 per cent. By 2024, EIF-funded PCCs exceeded the global average for the first time, reaching 21.3 per cent, compared to the global 21.0 per cent. This steady climb suggests that EIF support, incentives, and advocacy efforts may have contributed to advancing women's deployments, though progress was not entirely linear. Unlike military contingents, where EIF-funded TCCs consistently outperformed the global average, EIF-funded PCCs initially lagged but eventually caught up and surpassed global trends following project implementation in 2022–2023.

The most striking development is seen in PCCs that conducted a MOWIP BA, where the percentage of women increased from 10.3 per cent in 2018 to 39.1 per cent in 2024. This growth was particularly rapid after 2023, when a marked increase set these PCCs apart from all other categories. Countries that conducted a MOWIP BA may have been better positioned to identify and address obstacles to women's participation in peacekeeping. However, a wide range of factors—such as shifts in national policies, recruitment drives, and the evolving peacekeeping landscape including mission drawdowns, mandate changes, and emerging operational needs—may also have contributed, making it difficult to attribute causation solely to EIF interventions.

In contrast, PCCs supported through FPF followed a steadier trajectory, increasing from 9.1 per cent in 2018 to 18.8 per cent in 2024. One key distinction is that the number of PCCs receiving FPF support is smaller than those conducting MOWIP-BAs, which may partly explain the more gradual increase in deployments among FPF-supported PCCs.

These findings indicate that while EIF funding and support may help address key obstacles to women's participation in United Nations peace operations, further analysis is needed to determine whether a direct causal relationship exists between EIF funding and deployment trends. Multiple external factors likely influenced the observed outcomes.

GSU Funding Modality

The GSU funding modality was designed as an innovative incentive to encourage T/PCCs to increase the meaningful participation of uniformed women deployed to United Nations peace operations and meet UGPS targets. However, in practice, few T/PCCs have committed to deploying a GSU, as meeting the required number of women remains a challenge. Those that have deployed GSUs often struggle to maintain the required targets sustain the upward trajectory needed to qualify for the GSU premium over multiple deployments. Notwithstanding, the GSU funding modality remains a mechanism for achieving higher levels of women's participation within individual rotations and contribute to broader institutional change.

In 2024, the Ghana Armed Forces, Sénégal National Police, and Sénégal National Gendarmerie each deployed a GSU (Military Battalion or FPU, totalling 1,182 personnel, with women making up 21 per cent (247 personnel). Women were fully integrated into these units, serving in leadership, command, and technical roles. These included one commander, several section commanders and section chiefs, and a liaison officer.

- Between September 2023 and September 2024, Ghana deployed GHANBATT 90, its second consecutive rotation of a gender-strong battalion, to the United Nations Interim Force in Lebanon (UNIFIL), including 176 women (20 per cent). This follows the deployment of GHANBATT 89, the first gender-strong battalion.
- Between January 2023 and January 2024, the Sénégal National Police deployed the gender-strong SENFPU-3, to the United Nations Organisation Stabilization Mission in the Democratic Republic of the Congo (MONUSCO), with 32 women (23 per cent).
- In April 2024, the Sénégal National Gendarmerie deployed the gender-strong SENFPU-2, to MONUSCO, with 39 women (22 per cent), including one platoon commander, one liaison officer, four chiefs of section, and one auto-electrician.

As shown in **Table 4**, Ghana's GSU (GHANBATT 90) represents 52 per cent of Ghana's total deployed personnel (862 out of 1,664), while Sénégal's two GSUs combined (SENFPU-3 and SENFPU-2) make up 43 per cent of Sénégal's total FPU deployments. Together, these three GSUs include 66 per cent of all women deployed by both T/PCCs.

Table 4: Share of EIF-funded GSUs compared to their T/PCC's overall contribution to United Nations peace operations

T/PCC	TOTAL # DEPLOYED PERSONNEL	TOTAL # W DEPLOYED	% WOMEN DEPLOYED	TOTAL # PERSONNEL IN GSU	UNITED NATIONS MISSION	GSU AS A PROPORTION OF TOTAL PERSONNEL T/PCC	TOTAL WOMEN IN GSU	% WOMEN IN GSU	W IN GSU AS A PROPORTION OF TOTAL # OF W
CALCULATION	A	B	(B ÷ A) %	C		(C ÷ A) %	D	(D ÷ C) %	(D ÷ B) %
GHANA ARMED FORCES (GHANBATT 90 2023–2024)	1,664 ³⁴	250	15%	862	UNIFIL	52%	176	20%	70%
SÉNÉGAL NATIONAL POLICE (2023–2024)	742 ³⁵	125	17%	140	MONUSCO	43%	32	23%	26%
SÉNÉGAL NATIONAL GENDARMERIE (2024–2025)				180	MONUSCO		39	22%	31%
TOTAL	2,406	375	15.6%	1,182		49%	247	21%	66%

³⁴ This figure represents the 2024 average number of personnel deployed in military contingents by the Ghana Armed Forces.
³⁵ This figure represents the 2024 average number of personnel deployed by both Sénégal National Police and Sénégal National Gendarmerie within FPUs.

In Ghana’s case, GHANBATT 90 accounts for 52 per cent of its total deployed troops but includes 70% of all Ghanaian women deployed. While this concentration supports Ghana in meeting both GSU and UGPS targets, it marks a shift from previous deployment patterns in which women were more evenly distributed across missions. Notably, DPO data indicates that Ghana maintained a consistent share of women in non-GSU deployments during this period, and that overall deployment of women increased slightly. This suggests that the GSU did not draw women away from other missions but rather added to their total participation. Nevertheless, the high concentration of women in a single unit raises important questions about how integration is approached across deployments and how the GSU model interacts with broader parity goals.

For Sénégal, the two gender-strong FPUs (SENFPU-3 and SENFPU-2) account for 43 per cent of Sénégal’s total FPU deployments. Women in these GSUs make up 57 per cent (26 and 31 per cent respectively) of all Sénégalaise women deployed in FPUs, with 26 per cent in SENFPU-3 and 31 per cent in SENFPU-2. This reflects a more balanced distribution of women across all units. Sénégal’s deployment approach aligns with the EIF’s priority of integrating women throughout peacekeeping forces, ensuring their participation is not concentrated in a single unit.

Both T/PCCs met and surpassed the UGPS 2024 gender targets, which set a benchmark of 11 per cent for military contingents and 14 per cent for FPUs. Ghana exceeded the UGPS target by deploying 15 per cent women across its military units, while Sénégal achieved 17 per cent women in FPUs, surpassing UGPS benchmarks. These results highlight the role of GSUs in facilitating gender-inclusive deployments while encouraging T/PCCs to sustain progress toward gender parity in peace operations.

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

EIF’s Role in Global Advocacy and Knowledge-Sharing

In 2024, the EIF continued to actively contribute to and be recognised for its role in global advocacy and knowledge-sharing on the meaningful participation of uniformed women in United Nations peace operations. The EIF’s contributions were highlighted in **32 high-level policy consultations, debates, and events**, underscoring its role in advancing gender equality. Additional information and links to these activities and reports are available in Annex 2.

Prominent United Nations publications—including the *Report of the Secretary-General on Women, Peace and Security*,³⁶ *Towards Equal Opportunity for Women in the Defence Sector*,³⁷ and the *UN Women Peace, Security, Resilience 2023 Annual Donor Report*³⁸—highlighted the EIF’s pivotal role as a catalyst for change in advancing gender equality in peacekeeping and the broader security sector. Additionally, the EIF was acknowledged at the high-level launch event of *Towards Equal Opportunity for Women in the Defence Sector*, which was co-hosted by the Permanent Missions of Germany, India, and Switzerland.

36 United Nations, *Report of the Secretary-General on Women and Peace and Security*, S/2024/671, 24 September 2024. Accessed 28 March 2025. Available at: <https://digitallibrary.un.org/record/4064287?v=pdf>

37 DCAF – Geneva Centre for Security Sector Governance, *Towards Equal Opportunity for Women in the Defence Sector*, 2024. Accessed 28 March 2025. Available at: <https://digitallibrary.un.org/record/4063895?v=pdf>

38 UN Women, *Peace, Security Resilience: 2023 Annual Donor Report*, 2023. Accessed 28 March 2025. Available at: <https://trellio.com/c/i4uCyzCz>

Influencing Global Policy and Advocacy

The EIF’s work and results were referenced in discussions at **21** global and regional events, contributing to raising awareness of gender-responsive peacekeeping and creating opportunities to share insights, highlight good practices, and engage with stakeholders on policy challenges. Key platforms included:

- United Nations Security Council Women Peace and Security (WPS) Open Debate
- United Nations Summit of the Future
- Preparatory discussions for the 2025 United Nations Peacekeeping Ministerial
- Beijing +30 Review consultations
- Country-led dialogues on gender-responsive peacekeeping

The EIF’s digital advocacy efforts expanded its visibility at these events:

- The EIF was mentioned in **39** event-related social media posts, generating **14,000** impressions and **300** likes.
- The EIF’s **‘#UniformedWomen4Peace’** campaign featured **67** posts, generating nearly **30,000** impressions and **700** likes and amplifying discourse on gender challenges in peacekeeping.

Recognition in the United Nations Security Council and High-Level Debates

During United Nations Security Council (UNSC) meetings between August and October, several Member States highlighted the EIF’s efforts and its role in addressing barriers faced by uniformed women. Notably, the United Kingdom and Australia referenced the EIF’s work in the *UNSC Open Debate on Women, Peace and Security* and the *Open Debate on Peacekeeping Operations*.



WAU, SOUTH SUDAN, 18 OCTOBER 2023: Bangladeshi peacekeepers from the United Nations Mission in South Sudan (UNMISS) play a crucial role in maintaining security and stability as they conduct regular patrols in the village of Kaygo, located some 60 kilometers from Wau, the capital of Western Bahr el Ghazal state in northwestern South Sudan. These patrols not only enhance regional safety but also foster essential community engagement, building a strong foundation of confidence and trust between the United Nations peacekeeping mission and local residents.

Photo: Gregório Cunha/UNMISS

At the *United Nations Summit of the Future*, the EIF participated as a speaker during the side event, *A Key to Peace: More Women in Peacekeeping*, organised by Security Women. The EIF's contributions were further acknowledged during a UN Women side event at the Economic and Social Council (*ECOSOC*) *Youth Forum*, which underscored the EIF's efforts in fostering inclusive environments for women in peacekeeping.

EIF-Supported Activities in Troop- and Police-Contributing Countries

EIF-supported activities showcasing efforts to enhance the participation of uniformed women peacekeepers were featured at nine Troop- and Police-Contributing Countries (T/PCCs) events and activities, including:

- MOWIP Report Launch ceremonies by the Royal Cambodian Armed Forces and the Sénégal Armed Forces
- Several Uruguay Armed Forces events including the Mobile Information and Education Team (MIET) results presentation, the International Day of Peacekeepers event, the launch of a children's book on peacekeeping by the Uruguay Armed Forces, and Uruguay's second International Conference on Women in United Nations Peace Operations: Opportunities and Challenges for Meaningful Participation, hosted by the Uruguay Armed Forces

Knowledge Exchange and Research on Gender-Related Barriers

As part of broader efforts to exchange knowledge on gender-related barriers, the EIF participated in two key discussions focused on barriers and challenges faced by uniformed women, including:

- *Barrier Assessment as a Useful Tool: Sharing Experiences in Defence and Police Institutions*, hosted by the Permanent Missions of Germany and Canada
- A regional knowledge exchange in Indonesia on *Challenges and Opportunities to Enhance Women's Participation in United Nations Peacekeeping Operations*.

EIF's Work Referenced in Civil Society and Academia

The EIF's work was referenced in civil society and academic discussions, including eight workshops and publications. Notable contributions included:


- The Boutros-Ghali Observatory of Peacekeeping's report on gender-specific analysis of national initiatives by the Organisation Internationale de la Francophonie (OIF)³⁹
- The International Police Peacekeeping Operations Support (IPPOS) Programme's *Police Peacekeeping WPS Workshop* in Nepal
- Two OIF seminars on WPS and women's participation in police peacekeeping
- The international seminar on *Uniformed Women and Peace Operations: Progress and Challenges*, by Red de Seguridad y Defensa de América Latina (RESDAL) in Brazil, which tackled issues of sexual exploitation and abuse (SEA) alongside broader challenges faced by uniformed women in security institutions
- Recognition of the EIF's work at the Women's Military Network knowledge exchange in November and during the *WPS Training Course for Parliamentarians* in Cambodia.

39 Boutros-Ghali Observatory of Peacekeeping, *Increasing the Share of Women in Uniform in Operations: Gender-Specific Analysis of National Initiatives from Three Countries from the Francophonie*, Organisation internationale de la Francophonie (OIF), January 2024. Accessed 28 March 2025. Available at: <https://www.observatoire-boutros-ghali.org/wp-content/uploads/2024/01/Augmenter-la-part-des-femmes-en-uniforme-dans-les-OP-analyse-sexospécifique-des-initiatives-nationales-2024.pdf>

Outcomes and outputs: Aggregated results

➔ **OUTCOME 1:**

EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS.



2 EIF-funded publicly available MOWIP reports⁴⁰

Expanding country-specific knowledge of barriers to the deployment of uniformed women peacekeepers remains a key priority for the EIF. In 2024, three T/PCCs conducted a MOWIP BA to identify opportunities and obstacles to advancing women's meaningful participation in United Nations Peacekeeping. Two of these MOWIP assessments—undertaken by the Royal Cambodian Armed Forces and Sénégal Armed Forces—were completed and published as publicly available reports, highlighting key barriers such as biases in deployment selection, inadequate infrastructure, and social exclusion. Their recommendations focused on standardising deployment procedures, improving gender-sensitive infrastructure and equipment (e.g., tailored uniforms, gender-sensitive medical support), and fostering an inclusive culture through training and policy reforms. A third assessment, being conducted by the Togolese Police, remained ongoing at the end of the year.

As part of this process, 1,688 security personnel (646 women and 1,042 men) participated in surveys, and 83 key decision-makers (25 women and 58 men) were interviewed. Additionally, the⁴¹

40 (i) Royal Cambodian Armed Forces (2nd PR; 2022), (ii) Sénégal Armed Forces (2nd PR; 2022).
41 (i) Côte d'Ivoire Armed Forces (3rd PR; 2024); (ii) Togo Police (2nd PR; 2022).



2 security institutions undergoing a MOWIP BA in **2** countries

EIF approved a new MOWIP BA project with the Côte d'Ivoire Armed Forces, which is set to begin implementation in 2025 as part of the EIF 3rd Programming Round.

Beyond research, MOWIP BAs play a crucial role in building the evidence base to design targeted actions and initiatives that address obstacles to women's meaningful participation in peacekeeping. Following the launch of its MOWIP Report, the Sénégal Armed Forces are now developing an action plan to implement its recommendations.

Similarly, six T/PCCs that completed a MOWIP BA in 2022–2023 have worked with the EIF Secretariat to develop detailed FPF proposals aimed at tackling the top three barriers identified in their assessments. These FPF projects are currently under review and set for approval and implementation in 2025.

Sustained engagement with T/PCCs is critical for ensuring that MOWIP report findings translate into concrete actions. The EIF will continue

working with security institutions to support initiatives that drive long-term measurable impact on gender equality in these T/PCCs and in peace operations.

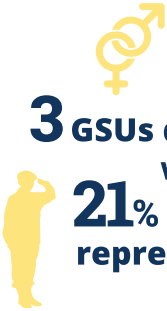
➔ **OUTCOME 2:**

INCREASED MEANINGFUL DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS.

In 2024, the EIF made progress in advancing the meaningful deployment of uniformed women peacekeepers to United Nations peace operations, supporting the deployment of three GSUs with the Ghana Armed Forces, Sénégal National Gendarmerie, and Sénégal National Police - see **Table 5**. These deployments demonstrate the commitment of these T/PCCs to increasing the meaningful participation of uniformed women in United Nations peace operations.

operational roles. These included three platoon commanders, eight engagement team members, and 15 officers. Similarly, the Sénégal National Police continued the deployment of its gender-strong FPU, SENFPU-3, to MONUSCO, with 23 per cent women’s representation. Women in this GСУ held key leadership and operational roles, including section commanders, liaison officers, and transport officers.

A major achievement in 2024 was the deployment of a new gender-strong FPU – SENFPU-2 by the Sénégal National Gendarmerie to MONUSCO, reaching 22 per cent women’s representation—an 8-percentage-point increase from 14 per cent in 2023. Women in this unit were fully integrated at all levels, and held key roles including platoon commanders, liaison officers, section chiefs, and technical specialists such as auto-electricians.



3 GSUs deployed with **21%** women's representation

The Ghana Armed Forces deployed its second gender-strong battalion, GHANBATT 90, to UNIFIL in 2023–2024, with women making up 20 per cent of the unit. Women were fully integrated into

Table 5: Summary of GСУ Deployments

UNIT	DEPLOYMENT YEARS	SECURITY INSTITUTION	UN PEACE OPERATION	NUMBER OF WOMEN	PERCENTAGE OF WOMEN
GHANBATT-90	2023–2024	Ghana Armed Forces	UNIFIL	176	20%
SENFPU-2	2024–2025	Sénégal National Gendarmerie	MONUSCO	39	22%
SENFPU-3	2023–2024	Sénégal National Police	MONUSCO	32	23%

A key milestone was the EIF’s first-ever disbursement of GSU premium payments in 2024, totalling US\$378,337 to the Sénégal National Police and Sénégal National Gendarmerie. These funds will be used in 2025 to procure gender-sensitive equipment for peacekeeping deployments and establish a daycare for women police officers. By providing direct financial incentives, these premiums encourage T/PCCs to surpass UGPS targets while addressing structural barriers to women’s participation, such as inadequate equipment and household constraints.

Data from T/PCCs that completed a MOWIP BA or FPF project in 2024 show an increase in the number of women deployed to United Nations peace operations by the end of the EIF-supported project. While this growth cannot be solely attributed to EIF support, it underscores the

EIF’s role in accelerating women’s participation in peacekeeping.

For example:

- The Royal Cambodian Armed Forces increased the proportion of deployed women from 16.5 per cent in 2022 to 20 per cent in 2024 following the completion of its MOWIP project
- Among FPF projects, the Ghana Armed Forces increased the deployment of women from 15 per cent in 2022 to 16 per cent in 2024, while the Jordan Public Security Directorate increased from 8 per cent to 19 per cent over the same period.

These figures highlight T/PCCs’ commitment to achieving UGPS targets and the EIF’s role in advancing uniformed women’s participation in United Nations peace operations.

➔ **OUTCOME 3:**

INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS.

Of the 21 EIF-funded projects since inception, 10 were either ongoing or completed in 2024.⁴² Notably, 70 per cent (7) of these projects focused on broadening the pipeline of uniformed women qualified for deployment as United Nations peacekeepers.⁴³ Their scope included developing rosters, conducting awareness and sensitisation campaigns, providing capacity-building and

training for both women and men, launching recruitment initiatives, and constructing gender-responsive facilities and accommodations.

Roster creation and pool of women eligible to deploy

Three projects led by PCCs made significant progress in expanding rosters of trained women eligible for deployment as United Nations peacekeepers.

- The Zambia Police Service established a roster of 64 women prepared for IPO deployment. Of these, six were selected for pre-deployment



403 women trained and rostered for deployment

42 (i) Royal Cambodian Armed Forces, (ii) Ghana Armed Forces, (iii) Jordan Public Security Directorate, (iv) Sénégal Armed Forces, (v) Sénégal National Gendarmerie, (vi) Sénégal National Police, (vii) Togo Armed Forces, (viii) Togo Police, (ix) Uruguay Armed Forces, (x) Zambia Police Service. NOTE: Projects with the Bangladesh Armed Forces and the Côte d’Ivoire Armed Forces projects are scheduled to commence in 2025.

43 (i) Ghana Armed Forces, (ii) Jordan Public Security Directorate, (iii) Sénégal National Gendarmerie, (iv) Sénégal National Police, (v) Togo Armed Forces, (vi) Uruguay Armed Forces, (vii) Zambia Police Service.

training and five successfully deployed to United Nations peace operations in 2024—representing eight per cent of the roster.

- The Sénégal National Police strengthened its deployment pipeline by training 75 women in gender, driving, and firearm skills ahead of FPU deployment in 2024. As a result, its roster grew to 320 women, with 53 deployed within an FPU and three as IPOs in 2024.
- The Sénégal National Gendarmerie deployed two additional women IPOs in 2024.
- Since the creation of the 39-women roster in 2022, following EIF-funded preparation training and the successful completion of Assessment for Mission Service - Selection Assistance and Assessment Team (AMS-SAAT) examinations, 28 women from both the Sénégal National Police and Gendarmerie have deployed as IPOs—representing 72 per cent of the roster who effectively deployed.

This strong success rate highlights the effectiveness of targeted roster development initiatives in increasing the deployment of trained uniformed women to United Nations peace operations.

Internal awareness-raising, sensitisation, and training

In 2024, the EIF continued to foster transformative change within security institutions by supporting a range of awareness-raising, sensitisation, and training activities aimed at addressing systemic barriers to the meaningful participation of uniformed women in United Nations peacekeeping. These initiatives focused on enhancing institutional understanding of gender issues, increasing awareness of selection and deployment processes, and equipping personnel with the knowledge and leadership skills needed to drive change.

A key challenge in advancing women’s participation in United Nations peace operations has been the lack of awareness about deployment criteria,

selection processes, and available opportunities. In response, T/PCCs, with EIF support, implemented large-scale sensitisation efforts.



777

personnel (377 women and 400 men) sensitised about United Nations peacekeeping opportunities, deployment criteria, roles

- In Uruguay, the Armed Forces conducted awareness-raising activities, sensitising 439 uniformed women on women’s contributions to peacekeeping, deployment opportunities, and selection criteria. Mobile information and education teams were deployed across the country, reaching 777 personnel (377 women and 400 men), delivering information sessions on United Nations peacekeeping opportunities, deployment criteria, roles and on the benefits available through the EIF-supported project. 96 per cent of survey respondents reported an increase in knowledge about deployment opportunities, demonstrating the effectiveness of targeted outreach and awareness-raising strategies.⁴⁴

EIF-supported training initiatives also integrated gender perspectives into security forces and promoted gender-sensitive leadership:



2,903

gendarmes in training (301 women and 2,602 men) trained on gender issues in Non-Commissioned Officer training schools

⁴⁴ 666 out of 718 survey respondents from the Uruguay Armed Forces participated in the assessment.

- In Sénégal, a civil society organisation trained 2,903 gendarmes (301 women and 2,602 men) at its Non-Commissioned officer training schools on gender issues, ensuring that gender perspectives are embedded early in the Gendarmerie.
- Leadership training was also prioritised, with 34 personnel from the Sénégal National Gendarmerie (32 women and 2 men) participating in transformational leadership training, equipping them with the skills to drive institutional change and showcase leadership during peacekeeping deployments.
- Within the Sénégal National Police, 150 personnel (90 women and 60 men) participated in a HeForShe sensitisation workshop, learning how to actively engage men in supporting gender equality within the police service.



540

personnel (109 women and 431 men) trained on gender issues and sexual abuse and exploitation prior to FPU deployment

Ensuring that FPUs receive comprehensive pre-deployment training on gender issues and the prevention of Sexual Exploitation and Abuse (SEA) has been a key focus area within the Sénégal National Gendarmerie project. In 2024, 540 personnel (109 women and 431 men) received in-depth training on gender-sensitive approaches, and their responsibilities in not perpetrating and preventing SEA while on mission. This initiative aimed to reinforce accountability, ethical conduct, and the protection of vulnerable populations, strengthening institutional commitments to gender-responsive peacekeeping.

Beyond individual training, EIF-supported projects also strengthened institutional frameworks by equipping personnel with tools and expertise to advance gender equality within security institutions.

- In Zambia, 17 gender focal points from the Zambia Police Service (5 women and 12 men) received specialised training on gender issues and knowledge sharing. They were also provided with IT equipment to support the Zambia Police Service in increasing awareness of deployment opportunities and selection criteria, mainstreaming gender within the Zambia Police Service, and monitoring progress effectively.

By supporting these targeted training and capacity-building initiatives, the EIF has played a critical role in addressing knowledge gaps, strengthening institutional leadership on gender issues, and increasing awareness of deployment opportunities and selection criteria. Moving forward, sustaining these efforts will be key to translating knowledge and skills into tangible increases in women’s full, equal and meaningful participation in United Nations peacekeeping deployments.

Recruitment and external sensitisation

Recruitment initiatives are essential for expanding the pool of women in the armed forces who may become eligible for United Nations Peacekeeping deployment. In 2024, EIF-supported projects in Ghana and Uruguay continued to focus on targeted recruitment and external sensitisation campaigns.



21,470

high school and tertiary students, including 15,281 were young women, sensitised to join the military

- In Ghana, the Armed Forces engaged 21,470 high school and tertiary students—including 15,281 young women—through regional

sensitisation tours to raise awareness about military career opportunities, including combat roles. These tours contributed to an increase in the proportion of women recruits from 16 per cent in 2021 to 26 per cent in 2024, marking a 10-percentage-point rise.

- In Uruguay, the Armed Forces conducted sensitisation and media campaigns to highlight women’s contributions to United Nations peace operations. These efforts included coverage on national television and the development of a children’s booklet to promote role models and career pathways in the military and United Nations Peacekeeping including for women.

Gender-sensitive measures and institutional support

The EIF prioritises innovative solutions to address key barriers to women’s meaningful participation in peacekeeping. One significant challenge is household constraints, which disproportionately affect women and single fathers in security institutions.

To respond to this, the Uruguay Armed Forces introduced an education and transportation benefits initiative for the children of uniformed women and single fathers.⁴⁵ In its first year, 12 women were eligible, and 25 per cent (three woman) applied for and received these benefits before deploying to United Nations peace operations. Building on this progress, uptake has continued to grow. For 2025 deployments seven women and one single father have already applied, reflecting increasing engagement and recognition of this initiative’s benefits.



DEMOCRATIC REPUBLIC OF THE CONGO, 14 JUNE 2023: Joyce Seth Sanga from Tanzania works with the United Nations Mission in the Democratic Republic of the Congo’s (MONUSCO) Force Intervention Brigade to protect civilians. For her, partnerships are crucial, and she learns from her interactions with other local and international partners as well as with contingents from South Africa, Kenya and Malawi. Joyce believes that women and children suffer the most during conflicts and that a peacekeeper’s duty is “to restore humanity.”
Photo: MONUSCO

⁴⁵ Children up to the age of 12.

Gender-sensitive infrastructure

 **4 gender-sensitive infrastructure projects inaugurated**

EIF-funded projects made notable progress in 2024, finalising and operationalising four gender-sensitive infrastructure projects. Three T/PCCs inaugurated and began using their facilities:

- Sénégal National Gendarmerie opened a daycare, accommodating 23 children in 2024
- Ghana Armed Forces inaugurated a new women’s accommodation for 100 recruits in 2024 and completed construction of a second facility for 200 trainees, with inauguration scheduled in 2025

- The Jordan PSD inaugurated an accommodation and training facility for women police officers which includes a childcare unit, accommodating 32 women and 8 children

These infrastructure projects can help address household constraints that may limit women’s ability to join or remain in security institutions. By providing gender-responsive accommodations and childcare support, they create an enabling environment for women to train effectively, meet operational requirements, and pursue deployment opportunities in United Nations peace operations. However, maximising their impact requires a comprehensive approach by T/PCCs to ensure that broader institutional barriers are also considered.

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

In 2024, the EIF did not support any projects under this outcome, as the EIF-funded project in United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) was terminated in 2023 following the mission’s drawdown. No new United Nations mission projects were funded during the year; however, the EIF is engaging with two mission proposals under the 3rd Programming Round, which are currently under development.

Summary of key results

OUTCOME

OUTCOME 1:

EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS.

1

gender-sensitive measure taken to address key barriers by 1 T/PCC following the MOWIP report launch.⁴⁶

OUTPUTS		2 security institutions completed an EIF-funded MOWIP BA in 2024. ⁴⁷
		2 EIF-funded publicly available MOWIP reports. ⁴⁸
		2 security institutions undergoing a MOWIP BA in 2 countries. ⁴⁹
		1,688 surveys conducted with security institution personnel (646 women; 1,042 men).
		83 interviews conducted with key decision-makers (25 women; 58 men).


47 (i) Royal Cambodian Armed Forces, (ii) Sénégal Armed Forces.
48 (i) Royal Cambodian Armed Forces, (ii) Sénégal Armed Forces.
49 (i) Côte d'Ivoire Armed Forces (3rd PR, 2024); (ii) Togo Police (2nd PR, 2022).

46 Action plan developed to address key barriers by Sénégal Armed Forces.

OUTCOME 2:


INCREASED MEANINGFUL DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS.

OUTCOMES	 GSU deployment – (2023–2024)	Increase from 17% (24 women) in 2022 to 23% (32 women) in 2023–2024 in the Sénégal National Police FPU deployed to MONUSCO, including a platoon commander, liaison officer, and transport officer.
		Increase from 19% (165 women) in 2022 to 20% (176 women) in 2023–2024 in the 2nd rotation of the Ghanaian battalion deployed to UNIFIL, including 15 officers (3 platoon commanders) and 8 engagement team members.
	 GSU deployment – new (2024)	Increase from 14% (20 women) in 2023 to 22% (39 women) in 2024 in the Sénégal National Gendarmerie FPU deployed to MONUSCO, including 1 platoon commander, 1 liaison officer, 4 chiefs of section, and 1 auto-electrician.
		Increase from 16.5% (2022) to 20% (2024) in deployed women peacekeepers from the Royal Cambodian Armed Forces .
	 Deployment figures at MOWIP and FPF project completion	Increase from 15% (2022) to 16% (2024) in deployed women peacekeepers from the Ghana Armed Forces .
		Increase from 8% (2019) to 19% (2024) in deployed women peacekeepers from the Jordan Public Security Directorate .

OUTPUTS	 GSU	3 security institutions from 2 T/PCCs approved to receive GSU premiums. ⁵⁰
		US\$378,337 GSU premium payments disbursed. ⁵¹
		3 GSUs deployed. ⁵²

➔ **OUTCOME 3:**

INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS.

OUTCOMES	 Eligible pool	7 projects implemented to increase the pool of uniformed women eligible to deploy as United Nations peacekeepers. ⁵³
		Roster of 320 uniformed women eligible to deploy as United Nations peacekeepers, with 53 women deployed in 2024 in an FPU. ⁵⁴
		28 women from a 39-women roster who passed AMS-SAAT examinations in 2022, following EIF-funded preparation training, were deployed as IPOs in 2023–2024. ⁵⁵

50 Ghana Armed Forces (GHANBATT 89, GHANBATT 90); Sénégal National Gendarmerie (SENFPU 1 MONUSCO, SENFPU 2 MONUSCO), Sénégal National Police (SENFPU-2 MINUSMA-9, SENFPU-3 MONUSCO).



51 Sénégal National Gendarmerie (US\$ 185,069) and Sénégal National Police (US\$ 193,268).

52 Three GSUs deployed in 2024: Ghana Armed Forces to UNIFIL (1), Sénégal National Police to MONUSCO (1), and Sénégal National Gendarmerie to MONUSCO (1).

53 These seven projects include a wide range of activities: five involve gender-sensitive infrastructure, seven include capacity-building/gender training activities, three involve the creation of a roster of women eligible to deploy, four include policy-development activities and four are recruitment-related activities.

54 Sénégal National Police.

55 2023–2024 cumulative data for both Sénégal National Gendarmerie and Sénégal National Police.

OUTCOMES	 Eligible pool	Roster of 64 women eligible to deploy as IPOs, with 6 selected for pre-deployment training and 5 deployed to UN peace operations in 2024 (8%). ⁵⁶
		75 women trained in gender, driving, and firearm skills before FPU deployment. ⁵⁷
	 Internal awareness-raising on peacekeeping and capacity building on gender	540 personnel (109 women; 431 men) trained on gender issues and sexual abuse and exploitation (SEA) before deployment to United Nations peace operations. ⁵⁸
		2,903 gendarmes in training (301 women; 2,602 men) trained on gender issues in Non-Commissioned Officer training schools. ⁵⁹
		777 personnel (377 women; 400 men) sensitised on UN peacekeeping opportunities, deployment criteria, roles, and tasks, with 96% of respondents self-reporting enhanced knowledge about UN peacekeeping deployment opportunities. ⁶⁰
		439 uniformed women sensitised on UN peacekeeping deployment opportunities and women’s meaningful participation. ⁶¹
		150 personnel (90 women; 60 men) sensitised on the “HeForShe” concept and how to engage men to advance gender equality. ⁶²
		17 gender focal points (5 women; 12 men) trained on gender issues and equipped with IT equipment. ⁶³

56 Zambia Police Service.

57 Sénégal National Police.

58 Sénégal National Gendarmerie.







59 Sénégal National Gendarmerie.

60 666 out of 718 survey respondents from the Uruguay Armed Forces.

61 Uruguay Armed Forces.

62 Sénégal National Police.

63 Zambia Police Service.

OUTCOMES	 Career advancement	34 personnel (32 women; 2 men) trained on transformational leadership. ⁶⁴
	 External sensitisation and recruitment	21,470 high-school and tertiary education students including 15,281 young women, sensitised about military career opportunities, contributing to an increase of women recruited to the Ghana Armed Forces from 16% (2021) to 26% in the number of women (2023–2024). ⁶⁵
	 Gender-sensitive measures to address household constraints	25% of eligible uniformed women (3 out of 12) applied for and received education and transportation benefits for their children before deploying to UN peace operations. ⁶⁶
OUTPUTS	 Awareness-raising	16 information sessions delivered by 2 MIETs, about UN peacekeeping opportunities and deployment criteria. ⁶⁷ 1 international conference and 1 internal information campaign held on women’s contributions to UN Peacekeeping Operations. ⁶⁸
	 Recruitment	2 recruitment and information campaigns launched that include targeted messaging for women to join the armed forces. ⁶⁹
	 Capacity-building	5 training courses delivered on gender-responsive leadership, gender equality in national security institutions, UN examinations, and/or peacekeeping. ⁷⁰

64 Sénégal National Gendarmerie.
65 Uruguay Armed Forces.
66 Uruguay Armed Forces.
67 Uruguay Armed Forces.
68 Ghana Armed Forces, Uruguay Armed Forces.
69 Sénégal National Gendarmerie (3), Sénégal National Police (1), Zambia Police Service (1).
70 Sénégal National Gendarmerie.

OUTPUTS	 Gender-sensitive construction	1 daycare centre operationalised. ⁷¹
		1 accommodation and training centre , and 1 women’s accommodation facility inaugurated. ⁷²
		1 women’s accommodation facility constructed. ⁷³
		2 ongoing gender-sensitive construction activities. ⁷⁴



BENTIU, SOUTH SUDAN, 30 OCTOBER 2023: Ghanaian peacekeepers demonstrate the crucial role of Blue Helmets and are pictured during a patrol in the Internally Displaced Persons camp in Bentiu. These patrols provide opportunities to engage with community members, foster a strong sense of connection and trust, and gather early warnings about potential conflicts.
Photo: Gregório Cunha/UNMISS

71 Jordan Public Security Directorate – Women’s training centre and accommodation facility completed in 2023 and inaugurated in 2024.
72 Ghana Armed Forces – one women’s accommodation facility completed and inaugurated in 2024.
73 Ghana Armed Forces – facility inaugurated in 2025.
74 Togo Armed Forces – one women’s accommodation facility partially completed; Zambia Police Service – construction of women’s accommodation and daycare is ongoing.



MALAKAL, SOUTH SUDAN, 13 SEPTEMBER 2023: Military peacekeepers and UNPOL officers from the United Nations Mission in South Sudan (UNMISS) conduct joint patrols in the United Nations Protection Site in Malakal. These patrols serve as an important opportunity to engage with local communities and listen to their security concerns. Such interactions foster a sense of confidence and trust between the United Nations peacekeeping mission and host populations.
Photo: Gregório Cunha/UNMISS

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

In 2024, the Elsie Initiative Fund (EIF) strengthened its communications efforts to support gender-responsive peacekeeping and advance the meaningful participation of uniformed women.⁷⁵ The EIF used strategic communications to amplify its impact, enhance advocacy, and contribute to global policy discussions on tackling key obstacles to uniformed women’s participation in United Nations peace operations.

EIF Strategic Priorities for 2024

The EIF’s communications strategy in 2024 centred around four key priorities:

- 1. Strengthening Communications Capacity** – Enhancing internal and external communications to improve visibility and showcase results and impact.
- 2. Expanding Digital and Media Outreach** – Broadening awareness of the EIF’s work and reinforcing its role as a catalyst for change.

75 United Nations Department of Peace Operations, *Gender-Responsive United Nations Peacekeeping Policy* Ref. 2024.07, 1 May 2024. Accessed 28 March 2025. Available at: https://peacekeeping.un.org/sites/default/files/dpo-2024-01441_un_gender_responsive_peacekeeping_policy_2024.07.pdf

- 3. Influencing Global Policy and Advocacy** – Contributing to key policy discussions and global knowledge-sharing efforts to advance gender-responsive peacekeeping.
- 4. Amplifying Country-Level Impact** – Highlighting EIF-supported national-level initiatives that promote gender equality in security institutions and advocate for broader policy reform in support of uniformed women peacekeepers.

Enhancing Communications Capacity and Outreach

In 2024, the EIF took a **proactive role** in strengthening communications efforts, ensuring that fund recipients effectively conveyed their impact. This was achieved through:

Strengthening Partnerships and Strategic Guidance

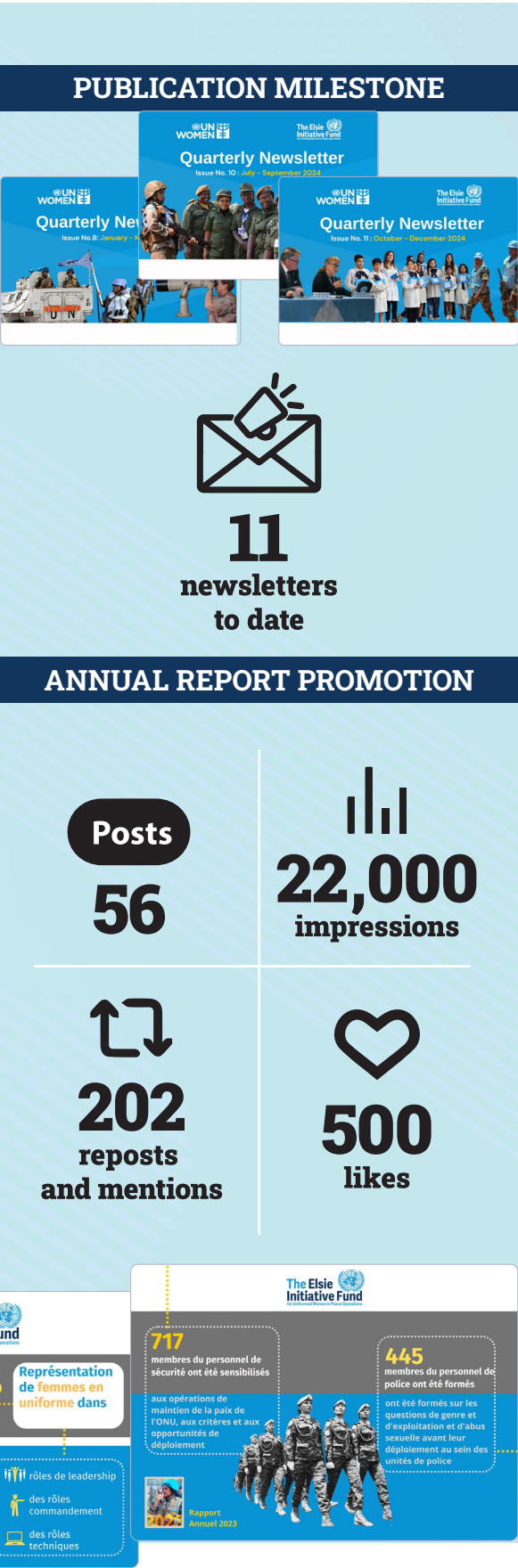
- Strategic Partnerships** – Collaborations with key partners—including the Department of Peace Operations (DPO), UN Women, the Multi-Partner Trust Fund Office (MPTFO), DCAF – Geneva Centre for Security Sector Governance, Cornell University’s Gender and Security Sector Lab (GSS Lab), the Latin American Security and Defence Network (RESDAL), and research institutions—were strengthened to enhance outreach and visibility.
- Communications, Advocacy, and Visibility Guidelines** – The EIF developed comprehensive branding and visibility guidance to help fund

recipients maintain consistent messaging about their project results and impact. Resources were made available on the EIF website in English and French, to ensure ongoing access to tools and guidance.

Expanding Outreach Through Digital Publications

The EIF published four issues of its quarterly newsletter throughout the year, supported by social media campaigns that increased visibility of the Fund’s activities and highlighted results achieved in supported countries.

- **Publication Milestone** – To date, **11 issues** of the newsletter have been published since 2022.
- **Annual Report Promotion and Social Media Engagement** – The EIF’s impact and results from 2023, featured in its Annual Report, were widely publicised on social media in 2024. Across both the Annual Report and the quarterly newsletter, **56 posts** were published in English and French, generating more than **22,000 impressions**, nearly **500 likes**, and **202 reposts and mentions** by donors and partners.



Capacity-Building and Support for Troop- and Police-Contributing Country (T/PCC) Communications

- **Training and Consultation** – Through webinars and direct consultation, the EIF supported fund recipients in communications planning, branding, and message development.
- **T/PCC Project Communications Support** – The EIF played an active role in planning meetings and milestone events, such as barrier assessment report launches, awareness campaigns, facility inaugurations, and new project announcements, ensuring effective communication of project results.
- **Enhanced Coordination and Feedback** – T/PCCs welcomed the EIF’s support, noting that improved coordination enhanced branding, visibility, and the promotion of country-specific results at national and global levels.



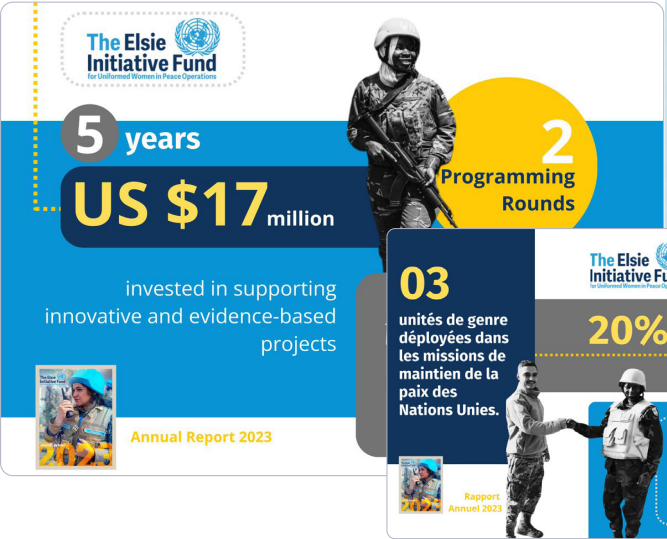
Expanding Digital and Media Outreach

In 2024, the EIF took steps to enhance digital engagement and media visibility, strengthening awareness of gender-responsive peacekeeping and the work of T/PCCs. These efforts also strengthened the EIF’s ability to showcase project impact, highlight good practices, and reinforce advocacy efforts.

Showcasing Country-Level Impact

The EIF’s country visits to Jordan, Uruguay, and Zambia provided an opportunity to engage directly with beneficiaries of EIF-supported interventions and gain deeper insights into the impact on uniformed women peacekeepers. Their stories and voices were amplified through the EIF’s social media, showcasing each country’s achievements in advancing gender equality in security institutions.

- In 2024, the EIF published **59 posts** featuring country-specific achievements, generating over **19,000 impressions** and **500 likes**, reinforcing the impact of national initiatives through digital advocacy.





Digital Growth and Social Media Expansion

A strategic push to expand digital outreach led to increased engagement across platforms:

- **Increased Content Production** – Output grew by **85 per cent** compared to 2023, with **209 posts** published across social media platforms, generating greater awareness of key issues affecting uniformed women peacekeepers.
- **Enhanced Engagement** – EIF social media posts resulted in nearly **100,000 impressions** and **2,000 likes**, reflecting strong audience interaction.
- **Bilingual Outreach** – To improve accessibility and inclusivity, **42 posts** were published in French, supporting engagement with a broader global audience.
- **Growing Audience** – EIF social media following grew by **30 per cent**, adding over **500 new followers**, surpassing **2,000** total followers across all platforms.
- **Website Traffic Growth** – A **10 per cent** increase in website visits was observed, with social media campaigns contributing to visitor engagement throughout the year.
- **LinkedIn Expansion** – A new LinkedIn page was launched, gaining **250 followers** within two months, with **23 posts** generating **9,000 impressions**.

These efforts strengthened the EIF’s role as a platform for advocating for women’s meaningful participation in United Nations Peacekeeping and amplifying T/PCC achievements.



Media Engagement and National Awareness Campaigns

EIF-supported projects gained national and regional visibility across print, broadcast, and online media, increasing awareness of gender equality in peacekeeping:

- **Print and Web Features** – EIF-supported initiatives were highlighted in Sénégal Armed Forces’ gender magazine,⁷⁶ while Cambodia’s Measuring Opportunities for Women in Peace Operations (MOWIP) report launch received coverage in four news articles and two press releases.
- **Television Coverage** – National broadcasters featured
 - Sénégal Armed Forces’ MOWIP report launch, spotlighting findings on gender barriers in peacekeeping.
 - Ghana’s national recruitment campaign, designed to increase women’s participation in the Ghana Armed Forces.
 - Uruguay Armed Forces’ external communications campaign, which included five TV appearances promoting women’s roles in peacekeeping.
- **Radio Campaigns** –
 - Ghana Armed Forces’ recruitment campaign incorporated radio jingles to challenge misconceptions about women in the military and highlight career opportunities, including in combat and combat support roles.
 - Uruguay Armed Forces’ outreach featured a radio broadcast as part of its broader communications strategy to raise awareness of women’s contributions to the armed forces and peacekeeping.

76 NDER. Magazine d’information de l’Etat-major sur le genre dans les Armées. No 1. Accessed May 2025. Available at: https://elsiefund.org/wp-content/uploads/2024/12/241030_Magazine-Genre.pdf

- **Public Awareness Materials** – As part of its national recruitment campaign, Uruguay Armed Forces produced a booklet for children introducing concepts of gender equality and peacekeeping, reinforcing broader efforts to engage younger audiences and shape perceptions.

These targeted media engagements helped shape dialogue and awareness at national, regional, and global levels, contributing to discussions on increasing uniformed women’s participation in peacekeeping.

Looking Ahead to 2025

As the EIF moves into **2025**, it will continue to drive advocacy for **equal opportunities for uniformed women peacekeepers**, leveraging momentum from the 30th Anniversary of the Beijing Declaration and Platform for Action (Beijing +30) and the 25th anniversary of Security Council resolution 1325, with a focus on the following priorities:

- **Deepening Digital Storytelling** – Highlighting the lived experiences of uniformed women in peacekeeping to foster greater awareness and support.
- **‘Country in Focus’ Campaigns** – Dedicated to showcasing national-level progress.
- **Expanding the EIF Portfolio** – Launching the fourth programming round alongside targeted fundraising efforts to strengthen the Fund and broaden engagement with T/PCCs.
- **Strengthening Global and National Advocacy** – Continuing to engage in high-level policy discussions while amplifying country-specific progress.

Through sustained advocacy, strategic partnerships, and evidence-based communications, the EIF will continue to support gender-responsive reforms through its programming and communications, ensuring peacekeeping is inclusive, with safe and inclusive living and working environments that enable the full, equal, and meaningful participation of all uniformed women and men.

Cumulative EIF Figures 2019-2024

3  programming rounds

US \$ 
40.98M
contributions and commitments

91 
Letters of Interest (LOI) | • 38 T/PCCs*
• 7 PUNOs**
* Where a T/PCC submitted more than one LOI, it is counted once.
** Where a PUNO submitted more than one LOI, it is counted once.

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

10 Projects concluded  2 Projects terminated
• 6 BA • 3 FPF
- 1 UN mission
- 2 T/PCC
• 2 FPF
- 1 UN mission
- 1 T/PCC

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BENTIU, SOUTH SUDAN, 30 OCTOBER 2023: Ghanaian peacekeepers, exemplifying the crucial role of Blue Helmets, are pictured during a patrol in the Internally Displaced Persons camp in Bentiu. These patrols provide opportunities to engage with community members, foster a strong sense of connection and trust, and gather early warnings about potential conflicts.

Photo: Gregório Cunha/UNMISS

Part 3: Project Profiles

Since its inception, the Elsie Initiative Fund (EIF) has funded 21 projects across 22 security institutions in 14 countries,⁷⁸ as well as two United Nations Peacekeeping Operations. By the end of 2024, ten projects had been successfully completed—eight in 2022-2023 and two in 2024⁷⁹—with each fully achieving its planned project results.

In 2024, seven projects continued implementation, one project remained at the approval stage, and one new project—the first from the 3rd Programming Round—was approved by the EIF Steering Committee.

This part comprises a project profile for each of the 12 projects that were either approved, under implementation or completed during 2024. Each profile includes a summary of the projects’ deliverables, budget, timeframe, and key results to date. Deployment data in each project profile reflects the 2024 average and was sourced from the Department of Peace Operations (DPO) website.⁸⁰

78 All T/PCCs except Uruguay are eligible to receive Official Development Assistance (ODA), in accordance with OECD-DAC classifications. Organisation for Economic Co-operation and Development (OECD), *DAC List of ODA Recipients*. Accessed 28 March 2025. Available at: <https://www.oecd.org/dac/financing-sustainable-development/development-finance-standards/dac-list.htm>

79 Elsie Initiative Fund, *2022 Annual Report, 2023*. Accessed 16 January 2024. Available at: https://mptf.undp.org/sites/default/files/documents/2023-05/2022_narrative_report_elsie.pdf; and Elsie Initiative Fund, *2023 Annual Report, 2024*. Accessed 16 January 2024. Available at: <https://elsiefund.org/eif-annual-reports/annual-report-2023>
Projects completed in 2022 include: (i) Liberia Armed Forces (1st PR); (ii) Mexico Armed Forces, Navy, and Police (1st PR); (iii) Sierra Leone Armed Forces (1st PR); and (iv) UNIFIL (2nd PR). Projects completed in 2023 include: (i) Côte d’Ivoire Police (2nd PR); (ii) Jordan Public Security Directorate (1st PR); (iii) Sierra Leone Police (1st PR); and (iv) Uganda Police Force (2nd PR). Projects completed in 2024 include: (i) Cambodia Armed Forces (2nd PR); and (ii) Ghana Armed Forces (2nd PR).

80 Deployment data is sourced from the United Nations, *Peace and Security Data Hub – DPO Historical Dataset*. Accessed 16 January 2024. Available at: <https://psdata.un.org/dataset/DPO-UCHISTORICAL>

Project Key Results

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

KEY RESULTS	
OUTCOME 1	OUTCOME 2
OUTCOME 3	OUTCOME 4



JUBA, SOUTH SUDAN, 5 SEPTEMBER 2024: With the United Nations Mission in South Sudan (UNMISS) Force Commander in attendance, a medal parade ceremony was held at Durupi to recognise the hard work of the Rwandan Blue Helmets serving for peace in South Sudan. A total of 1,077 peacekeepers, including 63 women, were awarded with the United Nations medal, with six women also honoured with the Force Commander’s Commendation for outstanding performance.

Photo: Isaac Billy/UNMISS

PROJECT STATUS MAP

APPROVED

IN PROGRESS

COMPLETED

TERMINATED



MEXICO



URUGUAY

SÉNÉGAL

SIERRA LEONE

LIBERIA

MALI

GHANA

CÔTE D'IVOIRE

TOGO

NIGER

UGANDA

ZAMBIA

LEBANON

JORDAN

BANGLADESH

CAMBODIA

PROJECTS	STATUS	APPROVED BUDGET	PROGRAMMING ROUND
Bangladesh Armed Forces	APPROVED ⁸¹	US\$997,336	1st
Cambodia Armed Forces (MOWIP)	COMPLETED (2024)	US\$267,725	2nd
Côte d'Ivoire Armed Forces (MOWIP)	APPROVED	US\$249,251	3rd
Côte d'Ivoire Police (MOWIP)	COMPLETED (2023)	US\$219,996	2nd
Ghana Armed Forces	COMPLETED (2024)	US\$3,700,669	2nd
Jordan Public Security Directorate	COMPLETED (2023)	US\$1,000,000	1st
Liberia Armed Forces (MOWIP)	COMPLETED (2022)	US\$120,000	1st
Mexico Armed Forces, Navy and Police (MOWIP)	COMPLETED (2022)	US\$318,736	1st
Niger Armed Forces and Police (MOWIP)	TERMINATED ⁸² (2023)	US\$996,052	1st

81 Project implementation is scheduled to commence in 2025.
82 Project was terminated following the coup d'état in Niger in July 2023.

PROJECTS	STATUS	APPROVED BUDGET	PROGRAMMING ROUND
Sénégal Armed Forces (MOWIP)	IN PROGRESS	US\$200,458	2nd
Sénégal National Gendarmerie	IN PROGRESS	US\$2,153,757	1st
Sénégal National Police	IN PROGRESS	US\$1,766,688	1st
Sierra Leone Armed Forces (MOWIP)	COMPLETED (2022)	US\$184,677	1st
Sierra Leone Police (MOWIP)	COMPLETED (2023)	US\$197,198	1st
Togo Armed Forces (MOWIP)	IN PROGRESS	US\$999,998	1st
Togo Police (MOWIP)	IN PROGRESS	US\$150,666	2nd
Uganda Police Force (MOWIP)	COMPLETED (2023)	US\$219,232	2nd
Uruguay Armed Forces	IN PROGRESS	US\$1,105,678	2nd
Zambia Police Service	IN PROGRESS	US\$932,072	2nd
The United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)	TERMINATED ⁸³ (2023)	US\$1,499,623	2nd
The United Nations Interim Force in Lebanon (UNIFIL)	COMPLETED (2022)	US\$357,181	2nd
EIF Steering Committee Total Amount Approved		US\$17,626,993	

83 Project was terminated following the closure of MINUSMA on 31 December 2023.

STATUS

APPROVED

1. The People’s Republic of Bangladesh Armed Forces⁸⁴

The People’s Republic of Bangladesh is the 3rd highest Troop and Police Contributing Country (T/PCC) overall to United Nations peace operations and is also the 2nd highest Troop Contributing Country (TCC), deploying 5,530 military personnel – 366 (6.62 percent) are women. The Bangladesh Armed Forces deploys 5,353 troops – 335 (6.26 percent) are women, 121 Staff Officers (SO) – 25 (20.66 percent) are women, and 56 United Nations Military Experts on Mission (UNMEMs) – 6 (10.71 percent) are women.

	EIF Results Framework	This project contributes to EIF Outcome 3
	Project deliverable	Construction of a women’s accommodation facility for 60 women peacekeepers. This will increase the capacity of the Bangladesh Armed Forces’ Institute of Peace Support Operation Training (BIPSOT) to train approximately 240 women peacekeepers per annum - four sessions per year
	Project approval date	28 March 2022
	Total approved EIF Budget	US\$997,336
	Funds transferred as of 31 December 2024	US\$0 (Funds transfer anticipated in 2025)
	Beneficiary	Bangladesh Armed Forces – BIPSOT ⁸⁵
	Fund Recipient	United Nations Office for Project Services (UNOPS)
	Project duration	24 months

84 Armed Forces Division, Home. Accessed 28 March 2025. Available at: <https://www.afd.gov.bd/>
85 Bangladesh Institute of Peace Support Operation Training, Home. Accessed 28 March 2025. Available at: <https://www.bipsot.net>

STATUS




COMPLETED

2. The Kingdom of Cambodia Armed Forces

The Kingdom of Cambodia is the 27th highest T/PCC to United Nations peace operations and the 25th highest TCC, deploying 617 military personnel – 126 (20.04 percent) are women. The Royal Cambodian Armed Forces deploys 589 troops – 118 (20.03 percent) are women, 20 SOs – 3 (15.00 percent) are women, and 8 UNMEMs – 5 (62.50 percent) are women.

	EIF Results Framework	This project contributed to EIF Outcome 1
	Project deliverable	Measuring Opportunities for Women in Peace Operations (MOWIP) Barrier Assessment (BA) report and recommendations
	Project approval date	6 April 2022
	Total approved EIF budget	US\$267,725 (including a budget variation of US\$19,989)
	Funds transferred as of 31 December 2024	US\$267,725
	Beneficiary	Royal Cambodian Armed Forces
	Fund Recipient	UN Women Cambodia
	Implementing Partner	Centre for Peace and Conflict Studies (CPCS) ⁸⁶ , with support from the Royal Cambodian Armed Forces National Centre for Peacekeeping Forces, Mines, and Explosive Remnants of War Clearance (NPMEC)
	Project start date	19 May 2022
	Project end date	30 September 2024
	Planned project duration	15 months
	Project revision approval dates	1. 30 September 2023: no-cost extension: 4 months through 31 January 2024 2. 31 January 2024: budget revision and no-cost extension: 4 months through 30 June 2024 3. 16 June 2024: no-cost extension: 3 months through 30 September 2024
	Total project duration	28 months (including three approved no-cost extensions)

86 Centre for Peace and Conflict Studies, Home. Accessed 28 March 2025. Available at: <https://www.centrepeaceconflictstudies.org/>

KEY RESULTS		
EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT		
	439 surveys	439 surveys administered by the MOWIP enumerator team (249 men and 190 women)
	11 interviews	11 key decision-maker interviews conducted (8 men and 3 women)
	1 MOWIP	1 MOWIP report launched ⁸⁷

“ As Cambodia has started the process to develop its first National Action Plan on Women, Peace and Security, this assessment will be crucial in promoting the meaningful role and participation of women in UN Peacekeeping Operations. Cambodia has been one of the regional leaders in this area. I hope this milestone will inspire other ASEAN Member States to also increase women’s participation and leadership in peace and security roles. ”

— Susan Ferguson,
UN Women Regional Director (a.i.) for Asia and the Pacific



Royal Cambodian Armed Forces MOWIP Report Launch, July 2024
Photo: Royal Cambodian Armed Forces/NPMEC

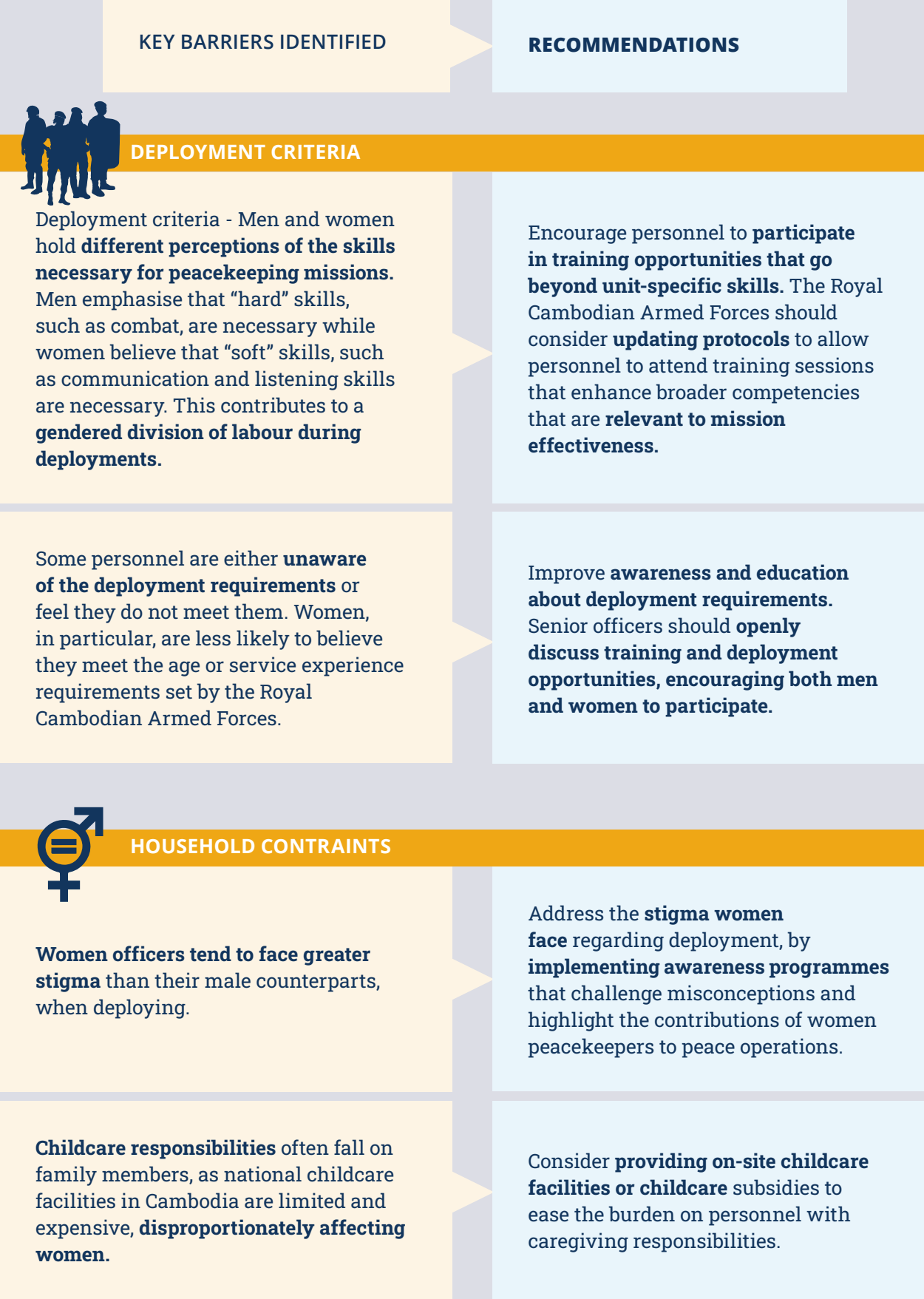


87 Royal Cambodian Armed Forces, *MOWIP Barrier Assessment Report*, 2024. Accessed 16 January 2025. Available at: https://elsiefund.org/wp-content/uploads/2024/08/kh-c1062-mowip-asseessment-report_royal_cambodian_armed-en.pdf



MOWIP

Royal Cambodian Armed Forces





PEACE OPERATIONS INFRASTRUCTURE

Women face additional barriers in attending pre-deployment training at the Cambodia's peacekeeping training centre due to **health- related challenges, including menstrual needs, and a lack of access to nurses and female doctors.**

Introduce a **policy allowing personal leave days** that all personnel can use for specific health-related needs, including **menstrual care, to ensure equality and reduce stigma.**

Women are also more likely to perceive mission facilities and equipment as inadequate, citing **concerns about bathrooms, sleeping quarters, uniforms, and access to healthcare,** including reproductive and mental health support.

Provide all personnel with emergency kits containing essential first aid supplies, **personal hygiene products** for both men and women, and **contraceptives to support basic health and hygiene needs** during deployment.

Design and distribute uniforms that accommodate the diverse body shapes and sizes of all personnel, ensuring both comfort and functionality.

STATUS

APPROVED

3. The Republic of Côte d'Ivoire
Armed Forces⁸⁸

The Republic of Côte d'Ivoire is the 41st highest T/PCC to United Nations peace operations and the 46th highest TCC, deploying 186 military personnel – 13 (6.99 percent) are women. The Republic of Côte d'Ivoire Armed Forces deploys 180 troops – 11 (6.11 percent) are women, 4 SOs – 1 (25.00 percent) are women, and 2 UNMEMs – 1 (50.00 percent) is a woman.

	EIF Results Framework	This project will contribute to EIF Outcome 1
	Project deliverable	MOWIP BA report and recommendations
	Project approval date	27 November 2024
	Total approved EIF budget	US\$249,251
	Funds transferred as of 31 December 2024	US\$249,251
	Beneficiary	Côte d'Ivoire Armed Forces
	Fund Recipient	UN Women Côte d'Ivoire
	Implementing Partner	Cellule d'Analyse des Politiques Économiques (CAPEC) du Centre Ivoirien de Recherches Economiques et Sociales (CIRES) ⁸⁹
	Project start date	5 December 2024
	Project end date	2 December 2025
	Planned Project duration	12 months
	Total project duration	12 months

“ This study represents a real opportunity for the Côte d'Ivoire Armed Forces to have relevant data and information. Indeed, it can serve as a basis for achieving not only our objectives of increasing the feminisation of the armed forces but also our international commitments regarding the proportion of women in uniform within our contingents. ”

— Général Lassina Doumbia,
Chef d'État-Major Général des Armées de Côte d'Ivoire

88 Ministry of Defence of Côte d'Ivoire, *Department of Defense*. Accessed 28 March 2025. Available at: <https://pwic.gouv.ci/en/ministeres-directions-generales/ministere-de-la-defense/>

89 Cellule d'Analyse des Politiques Économiques du Centre Ivoirien de Recherches Économiques et Sociales. Accessed 28 March 2025. Available at: <https://www.capec-ci.org/>

STATUS

COMPLETED

4. The Republic of Ghana Armed Forces⁹⁰

The Republic of Ghana is the 7th highest T/PCC to United Nations peace operations and is the 7th highest TCC, deploying 2,344 military personnel – 363 (15.49 percent) are women. The Ghana Armed Forces deploys 2,213 troops – 329 (14.87 percent) are women, 83 SOs – 18 (21.69 percent) are women, and 48 UNMEMs – 16 (33.33 percent) are women.

↗	EIF Results Framework	This project contributed to EIF Outcomes 2 and 3
📦	Project deliverables	<div>1. Deployment of one Gender-Strong Unit (GSU), a military battalion, to UNIFIL for annual rotation over three consecutive years</div> <div>2. National recruitment campaign targeting women with a focus on addressing misconceptions and stereotypes about women in the Ghana Armed Forces and promoting women's career opportunities, including in combat and combat support corps</div> <div>3. Regional visits to secondary and tertiary institutions to conduct awareness-raising campaigns to encourage young women to join the Ghana Armed Forces and address gendered roles that influence decisions to join the armed forces</div> <div>4. Construction of two women-only accommodation facilities: a 200-bed facility at the Ghana Armed Forces Shai-Hills Army Recruit Training Centre (ARTC) and a 100-bed facility at the Daboya Training Camp</div>
📅	Project approval date	1 September 2022
💰	Total approved EIF budget	US\$3,700,669
🏦	Funds transferred as of 31 December 2024	US\$1,484,984
🛡️	Beneficiary and Fund Recipient	Ghana Armed Forces – Kofi Annan International Peacekeeping Training Centre (KAIPTC) ⁹¹
🤝	Implementing Partner	Ghana Armed Forces - KAIPTC
📅	Project start date	28 October 2022
📅	Project end date	31 October 2024

90 Ministry of Defence, *Ghana.GOV*. Accessed 28 March 2025. Available at: <https://www.ghana.gov.gh/ministries/d0a4ff6c22/>
91 Kofi Annan International Peacekeeping Training Centre, *Home*. Accessed 28 March 2025. Available at: <https://www.kaiptc.org/>

🗨️	Project extension approval dates	<div>1. 23 February 2024: budget revision</div> <div>2. 13 August 2024: no-cost extension: 2 months through 31 October 2024</div>
🕒	Total project duration	24 months – Flexible Project Funding (FPF); 24 months – GSU (includes two approved revisions: budget and no-cost extension)

KEY RESULTS		
GSU DEPLOYMENT AND MEANINGFUL PARTICIPATION		
♂️ ♀️	1 GSU	<div>1 GSU deployed to UNIFIL from September 2023 to September 2024 with 20 per cent women's representation – 176 women</div> <div>These uniformed women participated in the battalion's pre-deployment training and were fully integrated into the unit at all levels, including in leadership, combat, and operational roles</div>
RECRUITMENT AND SENSITISATION		
📺	1 media campaign	1 national media campaign developed (including radio, TV adverts, social media) to launch the national recruitment campaign with specific messaging for women
👤 👤 👤	21,470 high-school students	21,470 high-school and tertiary education students (6,189 boys and 15,281 girls) were sensitised in 11 regions of Ghana to encourage them to join combat and combat support roles
📢 👤 👤	21 commanders sensitised	21 commanders sensitised to increase the female percentage quota for recruitment
👤 👤 👤 👤	10% increase in women recruitment	Increase in the percentage of women recruited to the national armed forces from 16 per cent in 2021 to 26 per cent in 2023-2024

GENDER-SENSITIVE INFRASTRUCTURE



2 women's accommodation constructions

Construction of the women's accommodation facility at the Army Recruit Training School (ARTS) is complete. The building, which will be inaugurated in Q1 2025, can accommodate 200 additional beds for women (260 beds total)

Construction of the women's accommodation at Daboya Training Camp is complete, with inauguration in Q2 2024. The building can accommodate 100 additional beds for women (200 beds total)

“ I encourage other women to strive for their goals with determination and motivation. As long as you stay focused and never give up, you can achieve anything. Keep pushing forward, and in the end, you will accomplish what you set out to do. ”

— Lance Corporal Nkum Gloria,
Armoured Vehicle Driver, UNIFIL GHANBATT 90



Ghana Armed Forces School Sensitisation Campaign, 2024
Photo: Ghana Armed Forces



Ghana Armed Forces 100-bed Accommodation Facility Inauguration, Army Training School, Daboya, May 2024
Photo: Ghana Armed Forces

“ The pre-deployment training gave me a deep understanding of the operational theatre. Many of the simulations we practised—such as access denial, fires, stone-throwing at United Nations personnel, shelling, and small-arms attacks—are exactly what we face on the ground. The constant rehearsals of these standardised tactical responses have greatly enhanced my ability to handle such situations with confidence and expertise. ”

— Captain M.F. Aduse Poku,
UNIFIL GHANBATT 90

STATUS
COMPLETED

5. The Hashemite Kingdom of Jordan – Public Security Directorate⁹²

The Hashemite Kingdom of Jordan is the 48th highest T/PCC to United Nations peace operations and the 12th highest PCC, deploying 175 police officers – 33 (18.86 percent) are women. Jordan's Public Security Directorate, which includes the Police, Civil Defence and Gendarmerie Directorates, deploys 105 IPOs – 26 (24.76 percent) are women, and 70 Formed Police Unit (FPU) personnel which includes 7 (10.00 percent) women police officers.

➡	EIF Results Framework	This project contributed to EIF Outcome 3
📁	Project deliverables	1. Dedicated accommodation and training facility (32 beds plus a surge capacity of an additional 20 beds) constructed inside the Royal Police Academy campus to provide specialised training to 240 women annually for FPU deployment 2. Pool of 100 women police officers eligible and trained for deployment to United Nations Peacekeeping Operations
📅	Project approval date	3 June 2021
💰	Total approved EIF budget	US\$1,000,000
🔄	Funds transferred as of 31 December 2024	US\$1,000,000
👉	In-kind contribution	Additional costs of approximately US\$706,280 contributed by the Public Security Directorate
🛡️	Beneficiary and Fund Recipient	Public Security Directorate
🤝	Implementing Partner	Public Security Directorate
📅	Project start date	18 November 2021
📅	Project end date	15 October 2023
🔄	Project revision approval dates	1. 14 April 2023: no-cost extension: 3 months through 15 August 2023 2. 21 August 2023: no-cost extension and budget revision: 2 months through 15 October 2023
🕒	Total project duration	22 months (includes two approved no-cost extensions with one budget revision)

92 Public Security Directorate, *Home*. Accessed 28 March 2025. Available at: <https://www.psd.gov.jo/>

KEY RESULTS

GENDER-SENSITIVE INFRASTRUCTURE



The accommodation, childcare, and training facility for women police officers was inaugurated in July 2024 - Gender Capacity Building Center (GCBC)



Jordan Public Security Directorate Gender Capacity Building Center Inauguration, July 2024
Photo: Jordan Public Security Directorate



Jordan Public Security Directorate Gender Capacity Building Center, July 2024
Photo: Jordan Public Security Directorate

“As we inaugurate a new phase in the empowerment of Jordanian women in the Public Security Directorate, we express our deep gratitude and appreciation to the Elsie Initiative Fund for its financial support, as well as for the opportunities, experiences, and training and administrative facilities provided to the centre.”

— Major General Dr. Obaidullah Abd Rabbo Al-Maaita,
Director of Jordan’s Public Security Directorate.

Captain Sowsan: “Being on the ground, you see it firsthand –and you try to help. That is a powerful experience.”

For Captain Sowsan of the Jordanian Police, deploying to the Democratic Republic of the Congo with Jordan’s Formed Police Unit (FPU) was a transformative experience. As a platoon commander, she led her team through a range of challenges, leveraging her training and leadership to ensure mission success.



Captain Sowsan, Jordan Public Security Directorate, July 2024
Photo: Jordan Public Security Directorate

Training for Success

Before deployment, Captain Sowsan and her FPU team underwent intensive training to prepare for their roles. She received specialised instruction on her duties in the mission, while her team trained in checkpoint procedures, civilian protection, and operational tasks. This preparation proved invaluable when they encountered challenges on the ground.

Her daily responsibilities included writing reports, assigning tasks, ensuring equipment was ready, and scheduling team training. But beyond these operational demands, Captain Sowsan found that her role extended into community engagement—an area where she saw the profound and meaningful impact of uniformed women in peacekeeping.



IMPACT

STORY

Engaging with Communities

One of the most rewarding aspects of her mission was participating in outreach activities, particularly ‘Medical Days’ that provided healthcare services to local communities.

“When women lead, civilians—especially women—feel more comfortable with us,” she explained.

Captain Sowsan emphasised that engaging with local women helped build trust and break down barriers that might otherwise prevent them from seeking assistance.

“When men approach them, they may hesitate, but with women officers, they feel at ease,” she noted.

Lessons and Aspirations

Reflecting on her deployment, Captain Sowsan believes the experience has shaped her both personally and professionally.

“I’ve learned so much about leadership. I hope one day I can command an entire FPU,” she said.

Her time in Congo also broadened her perspective of international peace and security.

“Participation in peacekeeping missions allows you to better understand the problems, issues, and conflicts on the ground in a broader and more accurate way. Being on the ground, you see it firsthand—and you try to help. That is a powerful experience.”

For women considering peacekeeping, her message is simple and inspiring:

“If I am in the right environment and supported, I can do anything. Women can do anything.”

STATUS




IN PROGRESS

6. The Republic of Sénégal Armed Forces⁹³

The Republic of Sénégal is the 13th highest T/PCC to United Nations peace operations and the 43rd highest TCC, deploying 205 military personnel – 13 (6.34 percent) are women. The Sénégal Armed Forces deploys 180 troops – 10 (5.56 percent) are women, 24 SOs – 2 (8.33 percent) are women, and 1 UNMEM (100 percent) is a woman.

	EIF Results Framework	This project contributes to EIF Outcome 1
	Project deliverable	MOWIP BA report and recommendations
	Project approval date	22 April 2022
	Total approved EIF budget	US\$200,458
	Funds transferred as of 31 December 2024	US\$200,458
	Beneficiary and Fund Recipient	Sénégal Armed Forces
	Implementing Partners	Agence nationale de la Statistique et de la Démographie (ANSD) ⁹⁴ and Centre des Hautes Études de Défense et de Sécurité (CHEDS) ⁹⁵
	Project start date	11 November 2022
	Project end date	30 April 2025
	Planned project duration	9 months
	Project revision approval dates	1. 2 January 2024: no-cost extension: 6 months through 30 June 2024 2. 22 July 2024: no-cost extension: 6 months through 31 December 2024 3. 11 February 2025: no-cost extension: 4 months through 30 April 2025
	Total project duration	30 months (including three approved no-cost extensions)

93 Ministère des Forces Armées du Sénégal, *Accueil*. Accessed 28 March 2025. Available at: <https://www.forcesarmees.gouv.sn/>
94 Agence nationale de la Statistique et de la Démographie, *Accueil*. Accessed 28 March 2025. Available at: <https://www.ansd.sn/>
95 Centre des Hautes Études de Défense et de Sécurité, *Accueil*. Accessed 28 March 2025. Available at: <https://cheds.gouv.sn/>

KEY RESULTS		
EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT		
	801 surveys	801 surveys administered by the MOWIP enumerator team (235 women and 566 men)
	33 interviews	33 key decision-maker interviews (6 women and 27 men)
	1 MOWIP	1 MOWIP report launched ⁹⁶

“ The results obtained from this scientific analysis will enable the General Staff of the Armed Forces to draw conclusions and formulate recommendations aimed at continuing the efforts already undertaken in addressing gender issues and, ultimately, ensuring the full participation of women in all peace processes, in accordance with the provisions of national and international frameworks. ”

— General Mbaye Cissé
Chief of the General Staff of the Sénégal Armed Forces

 **MOWIP**
Sénégal Armed Forces

KEY BARRIERS IDENTIFIED

RECOMMENDATIONS



DEPLOYMENT SELECTION

Senior leadership primarily determines deployment selection, with high-ranking positions subject to greater top-down oversight. This structure can **unintentionally disadvantage women.**

Ensure gender-proportional deployment nominations by setting a quota to be achieved within a specified timeframe.

96 Sénégal Armed Forces, 2024, *MOWIP Barrier Assessment Report*. Accessed 16 January 2025. Available at: <https://elsiefund.org/wp-content/uploads/2024/12/Rapport-MOWIP-Armees.pdf>

Cultural biases and security concerns influence decision-making regarding female deployment.

Guarantee that the **pool of eligible deployment candidates** includes both men and women to promote equal opportunities.

United Nations mission planning does not prioritise gender-specific recruitment, and women, who are underrepresented in the military may face additional challenges in obtaining unit approval for deployment.

A lack of standardised recruitment procedures and transparency in the selection processes fosters misconceptions among personnel.

Review the promotion selection process to increase women's representation in leadership and command positions. This can be achieved by revising promotion criteria and providing capacity-building for military decision-makers on **unconscious bias.**



PEACE OPERATIONS INFRASTRUCTURE

Peacekeeping **infrastructure lacks gender-specific accommodations**, with no separate housing or restrooms for women in individual deployments.


Conduct a **gender assessment of uniforms and protective equipment** including bulletproof vests and helmets, to determine adaptations are required for women. Ensuring properly fitted equipment can enhance safety, comfort and operational performance while promoting a more inclusive operational environment.

Currently, **uniforms and protective equipment are unisex and not designed for women**, affecting both comfort and **operational performance.**

Women in uniform must be consulted during the design and selection process to ensure their needs are met without reinforcing traditional gender stereotypes.

Limited access to female medical personnel makes healthcare—including reproductive health services—inadequate for deployed women.

Deploy a sexual and reproductive health professional (such as a gynaecologist or midwife) and **conduct sensitisation sessions** led by psychiatrists to **support the mental health** of women deployed in peace operations.



SOCIAL EXCLUSION

Women in peacekeeping deployments face **workplace challenges**, including being addressed by terms other than their names or titles **and receiving unwanted messages** more frequently than their male counterparts.

Foster cohesion, mutual understanding and respect within troops by implementing **inclusive policies** that address aspects of **military culture** that make certain roles inaccessible or challenging for women.

Concerns about **sexual harassment allegations** impact professional interactions between men and women.

Establish **mandatory gender equality training** tailored to specific groups (e.g. leadership training) emphasising gender sensitivity in deployment decisions and the importance of **avoiding gender stereotypes**.

Broader societal and institutional norms continue to shape gender perceptions and perspectives, highlighting the need for a **more inclusive and equitable working environment**.

Conduct **awareness campaigns** to reinforce knowledge of **internal complaint systems**, address social exclusion, and ensure that **all personnel understand the mechanisms for submitting and resolving complaints**.



Sénégal Armed Forces MOWIP Report Launch, December 2024
Photo: Sénégal Armed Forces



Sénégal Armed Forces MOWIP Report Launch, December 2024
Photo: Sénégal Armed Forces

STATUS

IN PROGRESS

7. The Republic of Sénégal National Gendarmerie⁹⁷

The Republic of Sénégal is the 13th highest T/PCC to United Nations peace operations and the 2nd highest PCC, deploying 1,065 police officers – 192 (18.03 percent) are women. The Sénégal National Police and Gendarmerie deploy 1,000 FPU personnel – 172 (17.20 percent) are women, and 65 IPOs – 20 (30.77 percent) are women.

↔	EIF Results Framework	This project contributes to EIF Outcomes 2 and 3
📁	Project deliverables	<div>1. Gender policy, awareness-raising workshop for decision-makers and training for staff</div> <div>2. Training of (a) 2,400 women for recruitment, (b) 160 women for promotion, (c) 30 women in leadership positions, (d) 186 women in preparation for the Assessment for Mission Service – Selection Assistance and Assessment Team (AMS-SAAT) examinations, (e) 843 female and male officers for gender training for FPU prior to deployment</div> <div>3. Pool of 140 to 150 women police eligible and trained for deployment to United Nations Peacekeeping Operations</div> <div>4. Deployment of three GSUs (FPU) per year for three years</div> <div>5. Awareness campaign for the recruitment of women aimed at receiving 1,500 female applications per year</div> <div>6. Day-care centre constructed at the National Gendarmerie</div>
📅	Project approval date	23 December 2020
💰	Total approved EIF budget	US\$2,153,757 ⁹⁸
🔄	Funds transferred as of 31 December 2024	US\$735,069
🛡️	Beneficiary and Fund Recipient	Sénégal National Gendarmerie
🤝	Implementing Partner	Femmes Africa Solidarité – Pan-African Centre for Gender, Peace and Development (FAS – PAC) ⁹⁹
📅	Project start date	23 July 2021
📅	Project end date	30 June 2025

⁹⁷ Gendarmerie Nationale du Sénégal, *Accueil*. Accessed 28 March 2025. Available at: <https://gendarmerie.sn/>

⁹⁸ An amount of US\$133,414 was used to support the deployment of IPOs through capacity-building activities, including training for women police officers to prepare for the Assessment for Mission Service – Selection Assistance and Assessment Team (AMS-SAAT) examination.

⁹⁹ Femmes Africa Solidarité, *Home*. Accessed 28 March 2025. Available at: <https://new.fasngo.org/home/>

🕒	Planned project duration	FPF – 25 months; GSU – 36 months
🗨️	Project extension approval dates	<div>1. 31 July 2023: no-cost extension: 12 months through 31 July 2024</div> <div>2. 1 November 2024: no-cost extension and budget revision: 11 months through 30 June 2025</div>
🕒	Total project duration	FPF – 47 months; GSU – 47 months (including two approved no-cost extensions)

KEY RESULTS

GSU DEPLOYMENT AND MEANINGFUL PARTICIPATION

👤

1 GSU

One GSU deployed to United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO) in 2024 with 22 per cent women’s representation at all levels. With EIF support, all 39 women were trained and mentored prior to deployment to ensure their full integration into the unit

GENDER-SENSITIVE INFRASTRUCTURE

🏠

1 daycare

Daycare centre opened in Q1 2024, currently hosting 23 children

ELIGIBLE POOL

👤

8 women IPOs deployed from the roster

8 of the 19 rostered women who passed EIF-supported AMS-SAAT examinations in 2022 deployed as IPOs in 2023-2024 (6 women in 2023 and 2 new women IPOs in 2024), representing 42 per cent of the roster

CAPACITY-BUILDING TRAINING ON GENDER

👤

540 security personnel trained

540 security personnel (431 men and 109 women) trained by FAS on sexual exploitation and abuse and sexual harassment (SEA/SH), and gender issues prior to FPU deployment (3 FPU contingents)

👤

2,903 gendarmes trained

2,903 gendarmes in training (2,602 men and 301 women) were trained by FAS on SEA/SH, and gender issues in Officer Training Schools in Fatick and Malicounda

CAPACITY-BUILDING TRAINING ON GENDER



34
gendarmes
trained in
leadership

34 gendarmes and non-commissioned officers (NCOs) including 32 women and 2 men, received training on transformational leadership



Sénégal National Gendarmerie Gender and SEA/SH Training, NCO School, December 2024
Photo: Sénégal National Gendarmerie



Sénégal National Gendarmerie Leadership Training, July 2024
Photo: Sénégal National Gendarmerie

**Addressing Household Constraints,
Strengthening Careers:
How the EIF-funded Crèche Supports Women
Gendarmes in Sénégal**



IMPACT

STORY

For women gendarmes in Sénégal, balancing a demanding profession with childcare responsibilities has long been a significant challenge. Long shifts, unpredictable schedules, and operational duties often make securing reliable childcare difficult, forcing many women to choose between career progression and family obligations. Recognising this barrier, the Sénégalaise National Gendarmerie, supported by the EIF, constructed the Crèche Annette Mbaye d’Erneville, a childcare facility designed to provide full-day care for children aged 2 to 36 months. This initiative enables women gendarmes to focus on their professional duties with greater peace of mind.

Since its opening in February 2024, the crèche has already demonstrated its value in improving workplace conditions for women gendarmes. Gendarme Marie Rose Diodio Ndiaye, who serves in the Human Resources Division, explains how the facility has transformed her daily routine:

“ The crèche has completely changed my work experience. Before, I constantly worried about finding a safe place for my son while I was on duty. Now, I can work with peace of mind, knowing he is well cared for in a structured, professional environment. The availability of a breastfeeding room even allows me to check on him during breaks and interact with his caregivers. ”

By reducing a major source of stress, the crèche allows women gendarmes to be more present and effective in their roles, while also improving overall working conditions.

**More Than Childcare:
A Model for Institutional Support**

Beyond providing childcare, the Crèche ‘Annette Mbaye d’Erneville’¹⁰⁰ was designed with a developmental approach to early education ensuring both the well-being

100 Annette Mbaye d’Erneville was the first woman journalist in Senegal. See: Ba, Amadou (2022), Annette Mbaye d’Erneville, journaliste, Mediapart Blog. Accessed 1 May 2025. Available at: <https://blogs.mediapart.fr/amadouba19gmailcom/blog/080822/annette-mbaye-derneville-journaliste-par-amadou-bal-ba>

of children and the professional advancement of their mothers. Balele Sylvie Keny, Director of the Crèche, highlights the facility's dual goal:

“ Our priority is to ensure a safe, stimulating space for children while enabling their mothers to work without unnecessary stress. The success of this initiative is evident—mothers arrive on time, with greater focus and productivity. ”

The facility includes:

- **Age-specific early education programs**, fostering cognitive and social development
- **Safe and well-equipped spaces**, including dedicated play areas, nap rooms, a kitchen, meeting rooms, and a breastfeeding facility
- **Trained childcare professionals**, ensuring children receive high-quality care in a nurturing environment



Sénégal National Gendarmerie Crèche Annette Mbaye d'Erneville, February 2025
Photo: Sénégal National Gendarmerie

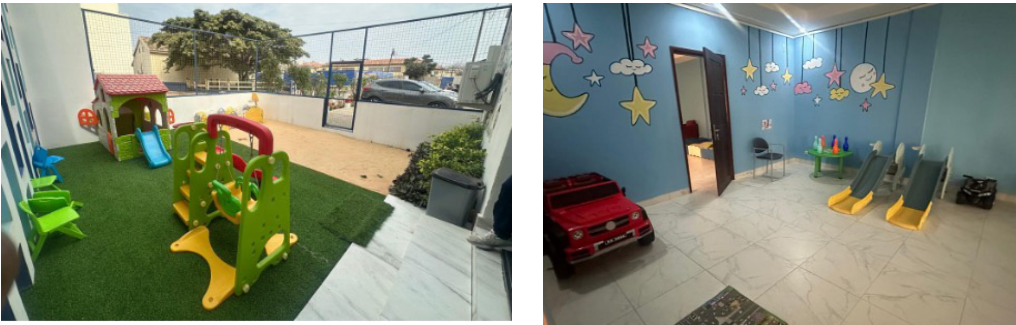
A Step Towards Gender-Inclusive Security Institutions

The introduction of workplace childcare has reinforced the importance of gender-inclusive policies in security institutions, providing stronger institutional support for women. The crèche has enabled women—and mothers—to continue their careers in the gendarmerie without major interruptions, aligning with global commitments to increasing women's participation in the security sector.

“ This crèche has changed my life, ” said Gendarme Ndiaye.

“ I hope more mothers in our profession will have access to the same support. It's not just about making our lives easier—it ensures we can fully contribute to our work while knowing our children are safe. ”

The success of this initiative has led to recommendations for expanding similar facilities to other gendarmerie bases and security institutions across Sénégal. Many women in uniform continue to face similar childcare constraints, and scaling this model could further strengthen women's participation and career retention within security institutions.



Sénégal National Gendarmerie Crèche Annette Mbaye d'Erneville, February 2025
Photo: Sénégal National Gendarmerie

STATUS

IN PROGRESS

8. The Republic of Sénégal National Police¹⁰¹

The Republic of Sénégal is the 13th highest T/PCC to United Nations peace operations and the 2nd highest PCC, deploying 1,065 police officers – 192 (18.03 percent) are women. The Sénégal National Police and Gendarmerie deploy 1000 FPU personnel – 172 (17.20 percent) are women, and 65 IPOs – 20 (30.77 percent) are women.

➔	EIF Results Framework	This project contributes to EIF Outcomes 2 and 3
📦	Project deliverables	<div>1. Gender audit of the Sénégal National police</div> <div>2. Gender policy, strategy and action plan, and gender units established throughout the institution</div> <div>3. Training of (a) 150 women for recruitment; (b) 150 women eligible for promotion in the national police; (c) 300 women to prepare for the Sénégalaise internal selection process for FPU and United Nations examinations, and (d) 150 women to prepare for United Nations examinations to be deployed as IPOs</div> <div>4. Pool of 150 women eligible and trained for deployment in a United Nations Peacekeeping Operation: 100 as FPU personnel and 50 women IPOs</div> <div>5. Deployment of three GSUs (FPUs) per year for three years</div> <div>6. Creation of a women police officers' association</div> <div>7. National communication strategy including a film documentary and community awareness activities</div>
📅	Project approval date	23 December 2020
💰	Total approved EIF budget	US\$1,766,688 ¹⁰²
🏦	Funds transferred as of 31 December 2024	US\$880,388
🛡️	Beneficiary and Fund Recipient	Sénégal National Police
🤝	Implementing Partner	Sénégal National Police
📅	Project start date	23 July 2021

101 Police Nationale du Sénégal, *Accueil*. Accessed 28 March 2025. Available at: <https://www.policenationale.gouv.sn/>

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

📅	Project end date	30 September 2025
🕒	Planned project duration	FPF – 25 months; GSU – 36 months
🗨️	Project extension approval dates	<div>1. 31 July 2023: no-cost extension: 9 months through 31 March 2024</div> <div>2. 2 December 2024: no-cost extension: 18 months through 30 September 2025</div>
🕒	Total project duration	50 months (including two approved no-cost extensions)

KEY RESULTS		
GSU DEPLOYMENT AND MEANINGFUL PARTICIPATION		
👤	1 GSU	1 GSU deployed to MONUSCO in 2023–2024 with 23 per cent women’s representation at all levels. With EIF support, all 32 women were trained and mentored prior to deployment to ensure their full integration into the unit
POLICY DEVELOPMENT		
📄	1 pre-validation workshop	1 pre-validation workshop held to present the gender policy and strategic action plan
ROSTER CREATION AND ELIGIBLE POOL		
👤	320 women trained for deployment	A roster of 320 women trained and eligible for deployment since the beginning of the project ¹⁰³
	53 women deployed	53 women from the FPU roster deployed to United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) and MONUSCO in 2024
	3 women IPOs deployed from the roster of 20 women	3 women from the IPO 20-women roster who passed EIF-supported AMS-SAAT examinations in 2022 were deployed as IPOs in 2024

103 This includes 300 women trained as part of FPU personnel—75 of whom were trained in 2024—and 20 women trained as IPOs.



**75 women
trained**

75 women trained on driving, firearms, policing, operational planning, SEA/SH, and gender issues in the context of peacekeeping prior to deploying as part of an FPU

SENSITISATION AND ADVOCACY



**1 sensitisation
workshop**

1 sensitisation workshop conducted on the concept of “HeForShe” and engaging men for gender equality, with 60 men and 90 women participating



Sénégal National Police “HeForShe” Sensitisation Workshop, March 2024

Photo: Sénégal National Police



IMPACT

STORY

Leading with Purpose: Lieutenant Sira’s Role in a Gender-Strong Unit (GSU)

Lieutenant Sira was deployed to the United Nations Organisation Stabilisation Mission in the Democratic Republic of the Congo (MONUSCO) as a liaison officer and gender focal point for an FPU. In this dual role, she became a powerful advocate for women’s empowerment and gender equality, addressing gender-specific challenges in the Democratic Republic of Congo (DRC) and promoting the well-being and meaningful participation of uniformed women in peacekeeping.

While stationed in Beni, Lieutenant Sira did more than lead—she inspired. She initiated a program for women from Beni and surrounding areas, creating a safe space where women affected by conflict could share their experiences, express their struggles, and support one another through regular meetings.



Lieutenant Sira, 2024

Photo: Sénégal National Police

But her impact extended beyond community engagement. Serving as a vital link between command and women staff, Lieutenant Sira prioritised their well-being, advocated for their needs, and swiftly addressed instances of discrimination. As the FPU gender focal point, she established a WhatsApp group to improve communication and provide moral support, giving women a platform to speak freely, collaborate, and find solutions together. Weekly morale talks created space to discuss mission-related successes, challenges, and personal issues—including family matters at home—fostering a sense of community and shared purpose.

In addition to these initiatives, Lieutenant Sira led awareness-raising and sensitisation training on gender issues among FPU members, including on sexual abuse and harassment. These mandatory sessions were open to all unit members—women and men. To ensure full participation, training sessions were tailored to the availability of different sections, with at least one session per week per section.

A Gender-Strong Unit in Action

Lieutenant Sira served in an EIF-supported GSU—an FPU with significant representation of women at all levels, including senior leadership, operational and technical roles. Women made up 22.85 per cent of the unit, occupying key positions across all ranks:

- 25 per cent of officers
- 33 per cent of warrant officers
- 22 per cent of police officers.

Women were fully integrated into operational tasks including patrols, escorts and managing water points, proving their capabilities and reinforcing their role alongside their male colleagues.

The unit also prioritised gender-specific support systems, ensuring that both reproductive and mental health services were available to unit members. A midwife was deployed to provide essential reproductive health services for women, ensuring their well-being in the field. Additionally, a psychologist based in Beni played a vital role in supporting personnel by facilitating discussions on mental health topics and providing a safe space for private consultations, promoting a supportive and well-rounded care system within the unit.

A Lasting Impact

Lieutenant Sira’s story stands as a testament to the importance of inclusive leadership in peacekeeping. Her commitment to gender equality empowered both her colleagues and women in the DRC community. Upon returning to Sénégal, Lieutenant Sira continued her leadership journey as the Director of the Narcotics Brigade in Thiès, ensuring that the principles of gender equality remain central to her work.

STATUS

IN PROGRESS


9. The Republic of Togo
Armed Forces¹⁰⁴

The Republic of Togo is the 56th highest T/PCC to United Nations peace operations and the 74th highest TCC, deploying 16 military personnel – 3 (18.75 percent) are women. The Togo Armed Forces deploys 8 UNMEMs – 2 (25.00 percent) are women, and 8 SOs – 1 (12.50 percent) is a woman.

➡	EIF Results Framework	This project contributes to EIF Outcomes 1, 2 and 3
📦	Project deliverables	<div>1. MOWIP BA report and recommendations</div> <div>2. Gender database about women’s participation in peace operations</div> <div>3. Gender policy and strategy and a five-year plan for the recruitment and training of women</div> <div>4. Gender office within the Ministry of the Armed Forces, gender units within the Army and central directorates and a gender section in each military sector</div> <div>5. Recruitment campaign to increase the number of female recruits to 10 per cent in the Togo Armed Forces</div> <div>6. Preparatory training for 400 women candidates for the Togo Armed Forces entrance exams</div> <div>7. Pool of 300 female soldiers eligible and trained for deployment to United Nations Peacekeeping Operations</div> <div>8. Annual scholarships to 50 women for training and specialisation in military studies and peace operations</div> <div>9. Two accommodation facilities for women: (i) NCO national academy (28 beds), and (ii) national training centre (28 beds)</div> <div>10. Mechanism to recognise women and men champions who distinguish themselves in the promotion of women’s rights</div>
📅	Project approval date	14 July 2021
💰	Total approved EIF budget	US\$999,998
🔄	Funds transferred as of 31 December 2024	US\$999,998
🛡️	Beneficiary and Fund Recipient	Togo Armed Forces

104 Ministère des Armées, *Accueil*. Accessed 28 March 2025. Available at: <https://defense.gouv.tg/>

	Implementing Partners	United Nations Development Programme (UNDP) Togo, Centre Autonome d' Études et de Renforcement des Capacités pour le Développement au Togo (CADERDT) ¹⁰⁵
	Project start date	15 September 2021
	Project end date	31 March 2025
	Planned project duration	24 months
	Project extension approval dates	1. no-cost extension and budget revision: 9 months through 30 June 2024 2. 29 October 2024: no-cost extension and budget revision: 9 months through 31 March 2025
	Total project duration	44 months (including two approved no-cost extensions and budget revisions)

KEY RESULTS		
GENDER-SENSITIVE INFRASTRUCTURE		
	1 accommodation facility	Construction of an accommodation facility for 30 women at the Centre National d'Instruction de Kara – ongoing

¹⁰⁵ Centre Autonome d'Études et de Renforcement des Capacités pour le Développement au Togo, *Accueil*. Accessed 28 March 2025. Available at: <https://caderdt.com/>



STATUS

IN PROGRESS

10. The Republic of Togo Police¹⁰⁶

The Republic of Togo is the 56th highest T/PCC to United Nations peace operations and the 15th highest PCC, deploying 77 police officers – 32 are women (41.56 percent). Togo Police deploys 72 IPOs – 32 (44.44 percent) are women, and 5 FPU personnel – 0 are women.

	EIF Results Framework	This project contributes to EIF Outcome 1
	Project deliverable	MOWIP BA report and recommendations
	Project approval date	15 December 2021
	Total approved EIF budget	US\$150,666
	Funds transferred as of 31 December 2024	US\$150,666
	Beneficiaries and Fund Recipient	Togo Ministry of Security and Civil Protection
	Implementing Partner	CADERDT
	Project start date	7 December 2022
	Project end date	30 April 2025
	Planned project duration	12 months
	Project revision approval dates	1. 14 December 2023: no-cost extension: 5 months through 30 April 2024 2. 5 February 2025: no-cost extension: 12 months through 30 April 2025
	Total project duration	29 months (including two approved no-cost extensions)

KEY RESULTS		
EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT		
	448 surveys	448 surveys administered by the MOWIP enumerator team (221 women and 227 men)
	39 interviews	39 interviews conducted with senior leadership, decision-makers, and programme officers (16 women and 23 men)

¹⁰⁶ Police Nationale Togo, *Facebook Page*. Accessed 28 March 2025. Available at: <https://www.facebook.com/PoliceTogo/>

STATUS

IN PROGRESS

11. Uruguay Armed Forces¹⁰⁷

The Republic of Uruguay is the 17th highest T/PCC to United Nations peace operations and the 14th highest TCC, deploying 964 military personnel – 60 (6.22 percent) are women. The Uruguay Armed Forces deploys 931 troops – 57 (6.12 percent) are women, 15 UNMEMs – 3 (20.00 percent) are women, and 18 SOs – 0 are women.

➡	EIF Results Framework	This project contributes to EIF Outcomes 1 and 3
📦	Project deliverables	<div><div>1.</div><div>A study to understand obstacles to women's participation in combat roles supported by a public opinion poll on the Uruguay Armed Forces and women in peacekeeping operations</div></div> <div><div>2.</div><div>Provision of transportation, and education support to children of women, and men peacekeepers in single-parent households, to enable their deployment to United Nations Peacekeeping Operations</div></div> <div><div>3.</div><div>An outreach campaign targeting women within the Uruguay Armed Forces to raise awareness of deployment opportunities to United Nations Peacekeeping Operations</div></div> <div><div>4.</div><div>A communications campaign to recruit and retain women across all categories of the Uruguay Armed Forces</div></div> <div><div>5.</div><div>A mobile information and education team to inform and educate women and men about operational roles in peacekeeping and combat skills requirements</div></div> <div><div>6.</div><div>Two international conferences with a panel of uniformed women to share peacekeeping experiences and subject matter experts delivering on WPS and the Uruguay Armed Forces-EIF-supported achievements</div></div> <div><div>7.</div><div>A six-month deployment pilot, reduced from the standard 12 months, to support the participation of women with children under 12, as well as single fathers, with accompanying support measures under activity 2 to address the needs of single-parent peacekeepers (approved 27 September 2024)</div></div>
📅	Project approval date	23 August 2022
💰	Total approved EIF budget	US\$1,105,678
🏦	Funds transferred as of 31 December 2024	US\$1,105,678

107 Ministerio de Defensa Nacional, *Home*. Accessed 28 March 2025. Available at: <https://www.gub.uy/ministerio-defensa-nacional/>

🛡️	Beneficiary	Uruguay Armed Forces
✉️	Fund Recipient	UN Women Uruguay
🤝	Implementing Partner	Uruguayan Agency of International Cooperation (AUCI) ¹⁰⁸
📅	Project start date	7 September 2022
📅	Project end date	31 March 2026
📅	Project extension approval dates	27 September 2024: budget revision and no-cost extension: 15 months through 31 March 2026
🕒	Total project duration	43 months (includes one approved no-cost extension and budget revision)

KEY RESULTS		
EXTERNAL AWARENESS-RAISING AND RECRUITMENT		
🇺🇳	1 external campaign	1 external communications campaign with specific messaging for women's roles in the Uruguay Armed Forces and United Nations peacekeeping opportunities (5 TV appearances, 1 radio broadcast, 1 booklet for children)
GENDER-SENSITIVE MEASURES TO ADDRESS HOUSEHOLD CONSTRAINTS		
♀️	25% women received benefits for their children	25 per cent of eligible women (3 out of 12) applied for and received education and transportation benefits for their children (under age 12) before their United Nations Peacekeeping Operations deployment in 2024
♂️	7 women and 1 single father applied for benefits	7 women and 1 single father applied for, and are eligible to receive education and transportation benefits for their 2025 deployment
INTERNAL AWARENESS-RAISING		
🗣️	1 internal campaign	1 internal information campaign on women's participation and contributions to United Nations Peacekeeping Operations, including deployment requirements and opportunities (2,103 pamphlets)

108 Agencia Uruguay de Cooperación Internacional, *Inicio*. Accessed 28 March 2025. Available at: <https://www.gub.uy/agencia-uruguay-cooperacion-internacional/>



1 conference on UN women's contribution to peacekeeping

1 international conference held on women's contributions to United Nations Peacekeeping Operations featuring experience-sharing among 235 participants (117 in-person participants, including 33 military women and 31 military men, and 118 online participants)

- 70 per cent of uniformed women attendees who had little or no prior knowledge of United Nations Peacekeeping Operations, or held a negative perception, reported a positive view after attending the conference, according to a post-conference survey measuring changes in participants' understanding of peace operations



777 UAF personnel sensitised

777 Uruguay Armed Forces personnel (377 women and 400 men) sensitised about United Nations Peacekeeping Operations, deployment criteria, roles, and tasks during 16 information sessions delivered by two Mobile Information and Education Teams (MIETs)

- 50 per cent of women expressed an interest in deployment following these sessions
- 92.8 per cent of survey respondents (666 out of 718) reported an increased understanding about United Nations Peacekeeping Operations deployment, roles and tasks following these sessions

439 uniformed women sensitised

439 uniformed women sensitised about United Nations Peacekeeping Operations opportunities (33 women at the Uruguay Armed Forces 2nd International Conference, 29 women at awareness-raising sessions in concentration units, 377 women during MIET sessions)



Uruguay Armed Forces International Conference on Women in Peacekeeping, November 2024
Photo: UN Women Uruguay



Uruguay Armed Forces Launch of the children's booklet on peacekeeping, November 2024
Photo: UN Women Uruguay



Uruguay Armed Forces MIET Sessions Closing Ceremony, July 2024
Photo: UN Women Uruguay

STATUS

IN PROGRESS

12. Zambia Police Service

The Republic of Zambia is the 16th highest T/PCC to United Nations peace operations and the 33rd highest PCC. The Zambia Police Service deploys 20 IPOs – 12 (59.83 percent) are women.

	EIF Results Framework	This project contributes to EIF Outcome 3
	Project deliverables	<div>1. Construction of a women’s accommodation and day-care facility in the Zambia Police Service National Peacekeeping Training Centre</div> <div>2. Establishment of a focal point network in the UN/African Union (UN/AU) Peace Support Operations (PSO) office</div> <div>3. Development of an anti-sexual harassment, exploitation and abuse policy and gender-awareness training for Zambia Police Service senior leadership</div>
	Project approval date	19 December 2022
	Total approved EIF budget	US\$932,072
	Funds transferred as of 31 December 2024	US\$932,072
	Beneficiary	Zambia Police Service ¹⁰⁹
	Fund Recipient	UNDP Zambia
	Project start date	21 December 2022
	Project end date	31 December 2025
	Project extension approval dates	<div>1. 3 January 2024: budget revision through 31 December 2024</div> <div>2. 24 April 2025: budget revision & no-cost extension: 12 months through 31 December 2025</div>
	Total project duration	36 months (includes two approved budget revisions, with one no-cost extension)

¹⁰⁹ Ministry of Home Affairs and Internal Security, *Zambia Police*. Accessed 28 March 2025. Available at: https://www.mohais.gov.zm/?page_id=1908

KEY RESULTS

INSTITUTIONAL CAPACITY-BUILDING ON GENDER



17 focal points

17 focal points (5 women and 12 men) trained on gender issues in the context of peacekeeping
Information Technology (IT) equipment provided to African Union(AU)/United Nations PSOs to help focal points expand knowledge-sharing on AU/UN peace operations across Zambia’s Police regions

POLICY DEVELOPMENT



Gender guidelines and checklists

Development of guidelines and checklists for gender mainstreaming and gender-responsive planning and budgeting – ongoing in 2024

ROSTER CREATION AND ELIGIBLE POOL



64 women police eligible for deployment

Creation of a roster of 64 women police officers eligible for peacekeeping deployment as IPOs. 20 were nominated for deployment, 6 were selected for pre-deployment training, and 5 deployed to United Nations peace operations in 2024

GENDER-SENSITIVE INFRASTRUCTURE



1 daycare construction

Construction of daycare and women’s accommodation facility for 40 women and 15 children – plans were approved in 2024. Construction is set to commence in 2025



Zambia Police Service IT Equipment Handover Ceremony, July 2024

Photo: UNDP-Zambia



EIF Project Monitoring Visit to Zambia Police Service, July 2024
Photo: UNDP-Zambia



EIF Project Monitoring Visit to Zambia Police Service, July 2024
Photo: UNDP-Zambia



JUBA, SOUTH SUDAN, 26 FEBRUARY 2021: Taken as part of a photo session with women peacekeepers serving with the United Nations Mission in South Sudan (UNMISS), to commemorate International Women’s Day (8 March). Atupele Mbewe, Bindeshwari Tanwar and Ritu Pandey—peacekeepers from Malawi, India and Nepal, respectively—are photographed with colleagues at the mission’s headquarters in Juba, South Sudan. Atupele is a CIMIC Officer, Bindeshwari is responsible for air operations, and Ritu leads the Nepalese Female Engagement Team.
Photo: UNMISS

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

As the Elsie Initiative Fund (EIF) Secretariat reflects on 2024 and prepares for the year ahead, it remains clear that while progress has been made in advancing the meaningful participation of uniformed women in peace operations, significant challenges persist. The evolving global peace and security landscape—shaped by shifting financial and political priorities, institutional constraints, and operational realities—demands a strategic, adaptive approach. In this context, the EIF must continue to play a pivotal role in supporting Troop- and Police-Contributing Countries (T/PCCs) to institutionalise gender-responsive reforms, build national capacity, and address barriers to women’s deployment and career progression.

Over the past year, strategic adaptability, capacity-building, and risk management have emerged as key considerations in supporting and implementing EIF-funded projects. Strengthening institutional ownership, fostering long-term sustainability, and ensuring rigorous monitoring and evaluation mechanisms will be essential as the EIF looks ahead to 2025.

Looking Back: Lessons from 2024

Strengthening National Capacity for Project Development and Implementation

Experience has shown that project management teams that integrate financial, human resources, monitoring and evaluation, and contracting expertise early in the design phase encounter fewer implementation delays. This insight has informed the guidance and capacity-building initiatives provided during the rollout of the EIF’s 3rd Programming Round. As part of this rollout, the EIF Secretariat conducted a series of capacity-building webinars, providing fund recipients with technical guidance on how to complete project documentation, results frameworks, risk matrices, budget planning, and communications strategies. All relevant templates and resources were made available on the EIF website.

In 2024, the EIF Secretariat adjusted project timelines in several cases to account for critical construction phases, the time required to finalise agreements, budget revisions, and internal policy developments within partner institutions and the broader United Nations system. While these extensions have at times facilitated deeper engagement with security institutions, they also underscore the importance of realistic timelines, detailed planning at the project design stage, clearly defined roles within project management teams, and manageable project scopes. Projects with overly ambitious objectives or insufficient resource allocation faced significant implementation challenges. The EIF is therefore placing greater emphasis on providing technical guidance to T/PCCs and Participating United Nations Organisations (PUNOs), to ensure rigorous planning, clear alignment between

objectives and resources, and robust monitoring and reporting mechanisms.

A key takeaway from previous programming rounds is that Flexible Project Funding (FPF) initiatives should focus on a manageable number of activities, ensuring that timelines, budgets, and human resources are appropriately calibrated. The EIF will continue to advise partners on the importance of strategic project planning and reinforcing the need for focused and achievable objectives that address key recommendations from the Measuring Opportunities for Women in Peace Operations (MOWIP) barrier assessments.

Despite these efforts, project development processes remain comprehensive, requiring a structured approach to ensure alignment with EIF guidance and institutional priorities. To support this, the EIF has continued to refine its technical assistance to both security institutions and PUNOs, ensuring tailored guidance is available to project teams throughout project design and implementation.

Strengthening Monitoring, Evaluation, and Learning

The EIF’s continued focus on monitoring and evaluation in 2024, including in-person project monitoring visits to Jordan, Uruguay, and Zambia, provided critical insights into project progress and implementation challenges. These visits enabled engagement with security institutions, direct observation of project outcomes, and the identification of areas for adaptation and improvement.

Financial spot checks and audits reinforced the need for strong financial and programmatic oversight, ensuring accountability and transparency in the use of EIF funding. The EIF will continue to invest in MEL efforts, strengthen fund recipients’ internal monitoring capacities, and ensure all T/PCC projects undergo an annual spot check and an audit upon project completion. Additionally, the EIF is exploring

ways to improve data collection and reporting processes, ensuring that findings from MEL efforts are more systematically used to inform decision-making, policy recommendations, and project design.

Broader Challenges in United Nations Funding and the Global Policy Environment

Funding constraints continue to impact peace operations, with implications for the sustainability of efforts to enhance women’s meaningful participation and ensure that work and living conditions in mission environments are safe and appropriate. These constraints risk slowing progress on gender-responsive reforms, limiting the effectiveness of capacity-building initiatives, and reducing the availability of essential resources needed to support and retain women in peacekeeping roles.

Additionally, the progress achieved in advancing gender equality remains fragile and can be easily reversed if sustained efforts and commitments are not maintained. While many Member States continue to support the Women, Peace and Security (WPS) agenda, broader resistance to gender equality and women’s empowerment initiatives has become more visible in some contexts. In this environment, the EIF must remain proactive in ensuring that gender-related programming remains a priority, even amid shifting political dynamics. This requires sustained engagement with T/PCCs to reinforce the operational benefits of inclusive peacekeeping, strategic alignment with key policy frameworks, and consistent advocacy to maintain gender equality as a core component of peace operations. By working closely with security institutions and international partners, the EIF can help mitigate the effects of political resistance and ensure that gender-responsive reforms remain a long-term institutional priority.

The United Nations Security Council’s resolution **2719 (2023)** on African Union-United Nations

(AU-UN) funding arrangements will also have implications for the future of peacekeeping.¹¹⁰ As United Nations peace operations evolve—potentially incorporating hybrid models and greater reliance on regional peace support operations—these shifts may influence future EIF-supported initiatives. The EIF must remain flexible and adaptive, leveraging strategic partnerships, engaging closely with key stakeholders, and aligning with donor guidance to effectively navigate these evolving dynamics.

Emerging Good Practices

In response to challenges faced in 2024, the EIF introduced new approaches to enhance project effectiveness:

- **Capacity-Building Webinars:** For the first time, the EIF hosted webinars to guide 3rd Programming Round recipients through critical project development processes, including results frameworks, budget planning, and communications strategies. This initiative strengthened applicants’ ability to submit high-quality proposals.
- **Targeted Technical Support in Project Development:** The EIF expanded direct support to T/PCCs in developing project documents, ensuring activities were well-designed, aligned with MOWIP findings, and supported by strong institutional leadership.
- **Workshops for Project Focal Points:** Recognising the need for tailored support in managing EIF-funded projects, the EIF introduced specialised workshops that equipped focal points with project

management, security sector, and peacekeeping knowledge.

- **Strengthened Risk Mitigation and Compliance Measures:** Spot checks, audits, and detailed risk assessments identified financial and procedural irregularities in some projects, allowing for timely corrective actions. The EIF reinforced its requirement for all project submissions to include robust risk mitigation strategies.
- **Refined Approach to Project Design and Implementation:** The EIF placed greater emphasis on ensuring that projects directly address barriers identified in MOWIP Barrier Assessments. This approach strengthened the strategic alignment of funded initiatives.

These practices contributed to more effective project implementation and will inform the EIF’s approach moving forward.

Looking Ahead: Priorities for 2025 and Beyond

Enhancing National Ownership of Gender-Responsive Reforms: EIF-funded projects have demonstrated tangible impacts in improving gender-sensitive infrastructure, training pipelines, and institutional policies. However, ensuring that these gains are sustained beyond the funding period requires strong national ownership. In 2025, the EIF will continue to prioritise capacity-building, risk management, and technical support to T/PCCs, reinforcing institutional commitment to long-term gender-responsive reforms.

¹¹⁰ United Nations Security Council (2023), *Resolution 2719 (2023)*, adopted 21 December 2023. The resolution enables the use of United Nations assessed contributions, on a case-by-case basis, to support African Union-led peace support operations. It also emphasises joint planning, oversight, and accountability between the United Nations and the African Union. Accessed 28 March 2025. Available at: <https://digitallibrary.un.org/record/4031070?ln=en>

Refining Project Development and Implementation Support: Building on lessons from past programming rounds, the EIF will continue to refine its technical guidance and early-stage support to ensure projects are realistic, strategically aligned, and effectively resourced. This includes supporting focused project design and reinforcing clear links between MOWIP findings and proposed activities.

Adapting to a Changing Peacekeeping Landscape: In light of potential shifts in peacekeeping structures, including greater reliance on hybrid and regional models, EIF-supported initiatives must remain responsive to changing operational contexts. The EIF will continue to refine its approach to remain relevant within different operational contexts while working within the parameters of its Terms of Reference (TOR),¹¹¹ as agreed by its Steering Committee.

Strengthening Monitoring, Evaluation, and Learning (MEL) Systems: To enhance accountability and measure impact, the EIF will further invest in MEL efforts in 2025 and implement recommendations from the EIF Mid-Term Evaluation. This includes continued engagement with security institutions through in-person project monitoring, annual spot checks, and audits conducted upon project completion. Additionally, the EIF will work with partners to strengthen internal monitoring capacities, ensuring that gender-responsive reforms are effectively tracked and institutionalised.

Sustaining Political and Institutional Commitment to Gender Equality: While many security institutions have demonstrated leadership in advancing gender-responsive policies, broader global trends suggest that commitments to gender equality are facing increasing backlash and, in some contexts, significant political resistance. In 2025, the EIF

will continue to support high-level advocacy efforts, ensuring that gender equality remains a core component of national security sector policies and that gender-sensitive approaches are embedded within peacekeeping reforms.

At the same time, the EIF recognises the importance of continuing to engage a broader pool of donors and diversifying its funding base, to mitigate the risks associated with potential reductions in voluntary contributions from Member States and ensure the sustainability of its efforts.

Institutionalising Gender-Responsive Policies: In addition, the EIF will continue to encourage T/PCCs to embed and institutionalise gender-responsive policies within their security institutions, ensuring that reforms foster sustainability and extend beyond project-based interventions. This includes reinforcing the need for clear policies on recruitment, training, career progression, and deployment that remove barriers to women’s meaningful participation. By providing structured policy guidance and leveraging project engagements to promote leadership buy-in, the EIF can support T/PCCs in ensuring long-term, sustainable change.

¹¹¹ Elsie Initiative Fund (2024), *Terms of Reference – Version 3*. Accessed 28 March 2025. Available at: <https://elsiefund.org/wp-content/uploads/2024/10/EIF-TOR-V3.pdf>



PANYIJAR, SOUTH SUDAN, 31 OCTOBER 2023: Ghanaian peacekeepers frequently conduct patrols in remote locations accessible only by air. These patrols provide opportunities to engage with community members, who often experience prolonged isolation due to difficulties in road travel. Panyijar is a village located in the state of Unity, 300 kilometers from the state capital, Bentiu.
Photos by Gregório Cunha/UNMISS

Part 5: Consolidated Annual Financial Report

Introduction

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

The MPTF Office, in its role as AA, is responsible for concluding MOUs with Participating Organisations, MOAs with Recipient National Governments and donor agreements with contributors and donors. It receives, administers, and manages contributions and disburses these funds to the Participating Organisations. The AA prepares and submits annual consolidated financial reports, as well as regular financial statements, for dissemination to stakeholders.

This consolidated financial report covers the period from 21 March 2019 to 31 December 2024 and provides financial data on progress made in the implementation of **EIF** projects. The report is publicly available on the MPTFOfficeGateway.¹¹²

2024 Financial Performance

This section presents financial data and analysis for the EIF, which operated under a pass-through funding modality, as of 31 December 2024. Financial information for the EIF is available on the MPTF Office Gateway.¹¹³

¹¹² MPTF Office Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF). Accessed 22 May 2025. Available at: <https://mptf.undp.org/fund/eif00>
¹¹³ Ibid.

Sources and Uses of Funds

As of 31 December 2024, **nine** contributors had deposited a total of **US\$39,433,347**, with an additional **US\$2,230,218** earned in interest.

The cumulative source of funds was **US\$41,663,565**.

Of this amount, **US\$16,206,091** has been disbursed to **four** Recipient National Governments and **four** Participating Organisations. Reported expenditure to date totals **US\$13,094,314**. The AA fee, charged at the approved rate of **one per cent** on deposits, amounts to **US\$394,333**. **Table 6** provides an overview of the overall sources, uses, and balance of the EIF as of 31 December 2024.

Table 6: Financial Overview, as of 31 December 2024 (in US Dollars)

	PRIOR YEARS UP TO 31 DEC 2023	FINANCIAL YEAR JAN-DEC 2024	TOTAL
SOURCES OF FUNDS			
Contributions from donors	35,795,741	3,637,606	39,433,347
Sub-total Contributions	35,795,741	3,637,606	39,433,347
Fund Interest and Investment Income Earned	1,327,273	892,670	2,219,943
Interest Income received from Participating Organisations	-	10,275	10,275
TOTAL: SOURCES OF FUNDS	37,123,014	4,540,551	41,663,565
USE OF FUNDS			
Transfers to Participating Organisations	11,334,286	784,696	12,118,982
Transfers to Participating Organisations for Direct Cost - Fund Secretariat etc	3,968,771	1,664,110	5,632,881
Sub-Total Transfers	15,303,057	2,448,806	17,751,863
Refunds received from Participating Organisations	(1,556,047)	10,275	(1,545,772)
Sub-Total Refunds	(1,556,047)	10,275	(1,545,772)
AA Fees	357,957	36,376	394,333
Bank Charges	2,586	576	3,162
TOTAL: USES OF FUNDS	14,107,553	2,496,033	16,603,586
Change in Fund cash balance with AA	23,015,461	2,044,518	25,059,979
Opening Fund balance (1 January)	18,250,073	23,015,461	-
Closing Fund balance (31 December)	23,015,461	25,059,979	25,059,979
Net Funded Amount (Includes Direct Cost)	13,747,010	2,459,081	16,206,091
Participating Organisations Expenditure (Includes Direct Cost)	8,783,276	4,311,039	13,094,314
Balance of Funds with Participating Organisations	4,963,734	(1,851,957)	3,111,777

Partner Contributions

Table 7 provides information on cumulative contributions received from all contributors to the EIF as of 31 December **2024**.

The **EIF** is currently financed by **nine** contributors, as listed in **Table 7**. **Table 7** includes financial commitments made by the contributors through signed Standard Administrative Agreements (SAA) with an anticipated deposit date as per the schedule of payments by 31 December **2024** and deposits received by the same date. It does not include commitments that were made to the fund after **2024**.

Table 7: Contributions, as of 31 December 2024 (in US Dollars)

CONTRIBUTORS	TOTAL COMMITMENTS	TOTAL DEPOSITS
Government of Australia	5,550,000	5,550,000
Government of Canada	13,018,331	13,018,331
Government of Denmark	900,000	900,000
Government of Finland	1,097,142	1,097,142
Government of Germany	2,549,359	2,549,359
Government of the Netherlands	4,371,414	4,371,414
Government of Norway	1,072,321	1,072,321
Government of the Republic of Korea	1,500,000	1,500,000
Government of the United Kingdom	9,374,781	9,374,781
GRAND TOTAL	39,433,347	39,433,347

Interest Earned

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

As of 31 December **2024**, interest earned by the **EIF** amounted to **US\$2,219,943**.

Interest received from Participating Organisations amounts to **US\$10,275**, bringing the cumulative interest received to **US\$2,230,218**. Details are provided in **Table 8**.

Table 8: Sources of Interest and Investment Income, as of 31 December 2024 (in US Dollars)

INTEREST EARNED	PRIOR YEARS UP TO 31 DEC 2023	FINANCIAL YEAR JAN-DEC-2024	TOTAL
AA			
Fund Interest and Investment Income Earned	1,327,273	892,670	2,219,943
TOTAL: FUND INTEREST EARNED	1,327,273	892,670	2,219,943
PARTICIPATING ORGANISATION			
United Nations Interim Force in Lebanon (UNIFIL)	-	10,275	10,275
TOTAL: AGENCY INTEREST EARNED	-	10,275	10,275
GRAND TOTAL	1,327,273	902,945	2,230,218

Transfer of Funds

Allocations to Participating Organisations and Recipient National Governments are approved by the Steering Committee and disbursed by the AA. As of 31 December **2024**, the AA had transferred **US\$17,751,863** to **four** Participating Organisations and **four** Recipient National Governments, as shown in **Table 9**.

Table 9 also provides additional information on refunds received by the MPTF Office, and the net dispersed amount for each of the Participating Organisations and Recipient National Governments.

Table 9. Transfer, Refund, and Net Funded Amount by Participating Organisation (in US Dollars)

PARTICIPATING ORGANISATION AND RECIPIENT NATIONAL GOVERNMENT	PRIOR YEARS UP TO 31 DEC 2023			FINANCIAL YEAR JAN-DEC-2024			TOTAL		
	TRANSFERS	REFUNDS	NET FUNDED	TRANSFERS	REFUNDS	NET FUNDED	TRANSFERS	REFUNDS	NET FUNDED
Government of Ghana – Ministry of Finance	1,484,984	-	1,484,984	-	-	-	1,484,984	-	1,484,984
Government of Jordan - Public Security Directorate	1,000,000	-	1,000,000	-	-	-	1,000,000	-	1,000,000
Government of Sénégal – Ministry of the Armed Forces	1,300,458	-	1,300,458	515,457	-	515,457	1,815,915	-	1,815,915
Government of Togo – Ministry of Economy and Finance	1,150,664	-	1,150,664	-	-	-	1,150,664	-	1,150,664
MINUSMA – United Nations Multidimensional Integrated Stabilisation in Mali	1,499,623	(1,499,623)	-	-	-	-	1,499,623	(1,499,623)	0
UNIFIL	357,181	(56,424)	300,756		10,275	10,275	357,181	(46,149)	311,031
UNDP	932,072	-	932,072	-	-	-	932,072	-	932,072
UN Women	7,578,075	-	7,578,075	1,933,349	-	1,933,349	9,511,424		9,511,424
GRAND TOTAL	15,303,057	(1,556,047)	13,747,010	2,448,806	10,275	2,459,081	17,751,863	(1,545,772)	16,206,091

Expenditure and Financial Delivery Rates

All expenditure reported is submitted as certified financial information by the headquarters of the Participating Organisations. This information is consolidated by the MPTF Office.

Joint programme and project expenditures are incurred and monitored by each Participating Organisation and Recipient National Government and are reported to the AA in accordance with the agreed-upon categories for inter-agency harmonised reporting. Recipient National Governments report and submit expenditures to the MPTF Office through the EIF Secretariat. Expenditure data for 2024 has been posted on the MPTF Office Gateway.¹¹⁴



BOCARANGA (CENTRAFRIQUE), 12 NOVEMBER 2024: Every day, MINUSCA peacekeepers carry out patrols on the ground to improve the safety of civilians and facilitate the delivery of humanitarian aid. Here the Bangladeshi contingent along the Bouar-Serre Ngoto, Bocaranga-Mbotoga and Bocaranga-Koui axes.

Photo: MINUSCA/PAKBATT

114 MPTF Office *Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF)*. Accessed 22 May 2025. Available at: <https://mptf.undp.org/fund/eif00>

Expenditure Reported by Participating Organisations and Recipient National Governments

In **2024, US\$2,459,081** was net funded to Participating Organisations and Recipient National Governments, and **US\$4,311,039** was reported in expenditure.

As shown in **Table 10**, the cumulative net funded amount is **US\$16,206,091** and cumulative expenditures reported by the Participating Organisations and Recipient National Governments amount to **US\$13,094,314**. This equates to an overall Fund expenditure delivery rate of **80.8** per cent.

Table 10: Net Funded Amount and Reported Expenditures by Participating Organisations/ Recipient National Governments, as of 31 December 2024 (in US Dollars)

PARTICIPATING ORGANISATION / RECIPIENT NATIONAL GOVERNMENTS	APPROVED AMOUNT	NET FUNDED AMOUNT	EXPENDITURE			DELIVERY RATE %
			PRIOR YEARS UP TO 31 DEC 2023	FINANCIAL YEAR JAN-DEC 2024	CUMULATIVE	
Government of Ghana – Ministry of Finance	3,700,669	1,484,984	-	1,484,269	1,484,269	99.95
Government of Jordan - Public Security Directorate (Ministry of Planning and International Cooperation)	1,000,000	1,000,000	1,000,000	-	1,000,000	100.00
Government of Ghana - Ministry of Finance	3,700,669	1,484,984	-	-	-	-
Government of Sénégal - Ministry of the Armed Forces	4,120,903	1,815,915	1,010,758	184,801	1,195,560	65.84
Government of Togo – Ministry of Economy and Finance	1,150,664	1,150,664	751,148	144,546	895,694	77.84
MINUSMA	1,499,623	-	-	-	-	-
UNIFIL	357,181	311,031	311,032	(1)	311,031	100.00
UNDP	932,072	932,072	32,200	180,696	212,896	22.84
UN Women	9,511,424	9,511,424	5,678,138	2,316,727	7,994,864	84.06
GRAND TOTAL	22,272,536	16,206,091	8,783,276	4,311,039	13,094,314	80.80

Expenditures Reported by Category

Project expenditures are incurred and monitored by each Participating Organisation/Recipient National Government and are reported as per the agreed categories for inter-agency harmonised reporting, as shown in **Table 11**. In 2006, the United Nations Development Group (UNSDG) established six categories against which United Nations entities must report inter-agency project expenditures. Effective **1 January 2012**, the United Nations Chief Executives Board for Coordination modified these categories—following the adoption of the International Public Sector Accounting Standards—to comprise eight categories.

Table 11: Expenditure by UNSDG Budget Category, as of 31 December 2024 (in US Dollars)

CATEGORY	EXPENDITURE			PERCENTAGE OF TOTAL PROGRAMME COST
	PRIOR YEARS UP TO 31 DEC 2023	FINANCIAL YEAR JAN-DEC 2024	TOTAL	
Staff & Personnel Cost	3,267,585	1,716,450	4,984,035	40.07
Supplies, commodities and materials	487,105	52,225	539,330	4.34
Equipment, vehicles, furniture and depreciation	750,550	16,007	766,557	6.16
Contractual Services Expenses	2,300,480	1,675,770	3,976,249	31.97
Travel	575,991	110,054	686,044	5.52
Transfers and Grants	199,604	263,312	462,916	3.72
General Operating	684,742	338,001	1,022,743	8.22
Programme Costs Total	8,266,056	4,171,819	12,437,875	100.00
Indirect Support Costs Total ¹¹⁵	517,220	139,220	656,440	5.28
GRAND TOTAL	8,783,276	4,311,039	13,094,314	-

¹¹⁵ Indirect Support Costs charged by a Participating Organisation, based on their financial regulations, can be deducted upfront or at a later stage during implementation. The percentage may therefore appear to exceed the 7% agreed upon for on-going projects. Once a project is financially closed, this number is not to exceed 7%.

Cost Recovery

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

The policies in effect as of 31 December 2024 were as follows:

- **AA fee:** one per cent is charged at the time of the contributor deposit and covers services provided on that contribution for the entire duration of the EIF. Cumulatively, as of 31 December 2024, **US\$394,333** has been charged in AA fees.
- **Indirect Costs of Participating Organisations:** A general cost that cannot be directly related to any particular programme or activity of the Participating Organisations. Participating Organisations may charge **7 per cent** in indirect costs based on UNSDG policy, establishing an indirect cost rate as a percentage of the programmable costs for inter-agency pass-through pool funds. In the current reporting period, **US\$139,220** was deducted in indirect costs by Participating Organisations. Cumulatively, indirect costs amount to **US\$656,440** as of 31 December **2024**.



WAU, SOUTH SUDAN, 18 OCTOBER 2023: Bangladeshi peacekeepers from UNMISS play a crucial role in maintaining security and stability as they conduct regular patrols in the village of Kaygo, located some 60 kilometers from Wau, the capital of Western Bahr el Ghazal state in northwestern South Sudan. These patrols not only enhance the safety of the region but also foster essential community engagement, building a strong foundation of confidence and trust between the UN Peacekeeping mission and local residents.

Photos by Gregório Cunha/UNMISS

Accountability and Transparency

In order to effectively provide fund administration services and facilitate monitoring and reporting to the United Nations system and its partners, the MPTF Office has developed a public website: the MPTF Office Gateway.¹¹⁶ Refreshed daily from an internal enterprise resource planning system, the MPTF Office Gateway has become a standard-setter for providing transparent and accountable trust-fund administration services.

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

Direct Costs

The EIF’s governance mechanism may approve an allocation to a Participating Organisation to cover costs associated with Fund coordination, including overall coordination and Fund-level reviews and evaluations. These allocations are referred to as ‘Direct Costs’. Cumulatively, as of 31 December 2024, **US\$5,632,881** has been charged as Direct Costs, as shown in **Table 12**.

Table 12: Direct Costs

PARTICIPATING ORGANISATION	APPROVED AMOUNT	NET FUNDED AMOUNT	EXPENDITURE			DELIVERY RATE %
			PRIOR YEARS UP TO 31 DEC 2023	FINANCIAL YEAR JAN-DEC-2024	CUMULATIVE	
UN Women	5,632,881	5,632,881	3,745,752	1,788,027	5,533,779	98.24
GRAND TOTAL	5,632,881	5,632,881	3,745,752	1,788,027	5,533,779	98.24

116 MPTF Office *Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF)*. Accessed 22 May 2025. Available at: <https://mptf.undp.org/fund/eif00>

Expenditure by Project in each EIF Outcome

Table 13 displays the net funded amounts, expenditures reported, and financial delivery rates, disaggregated by EIF outcome, project or joint programme, Participating Organisation, and Recipient National Government.

Table 13: Expenditure by Project by each EIF Outcome

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN- DITURE	DELIVERY RATE %
Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations – Barrier Assessment							
00131920	Cambodia Armed Forces Barrier Assessment	UN Women	Operationally Closed	267,725	267,725	267,213	99.81
00129892	Côte d'Ivoire Police Barrier Assessment	UN Women	Operationally Closed	219,996	219,996	219,416	99.74
00140928	Côte d'Ivoire Armed Forces Barrier Assessment	UN Women	On Going	249,251	249,251	16,306	6.54
00126177	Liberia Armed Forces Barrier Assessment	UN Women	Financially Closed	120,000	120,000	120,000	100.00
00126207	Mexico Armed Forces Navy and Police Barrier Assessments	UN Women	Financially Closed	318,736	318,736	318,736	100.00
00127038	Sierra Leone Armed Forces Barrier Assessment	UN Women	Operationally Closed	184,677	184,677	182,287	98.71
00130292	Sierra Leone Police Barrier assessment	UN Women	Operationally Closed	197,198	197,198	192,063	97.40
00133799	Sénégal Armed Forces Barrier Assessment	Government of Sénégal - Ministry of the Armed Forces	On Going	200,458	200,458	199,274	99.41
00130253	Uganda Police Force Barrier Assessment	UN Women	Operationally Closed	219,232	219,232	218,507	99.67
00134178	Togo Police Barrier Assessment	Government of Togo – Ministry of Economy and Finance	On Going	150,666	150,666	105,526	70.04
OUTCOME 1: TOTAL				2,127,937	2,127,937	1,839,327	86.44

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations							
00127850	Sénégal National Police: gender audit and policy, training, communications and 3 x Gender Strong Units (GSUs)	Government of Sénégal - Ministry of the Armed Forces	On Going	1,766,688	880,388	549,853	62.46
00127852	Sénégal National Gendarmerie: gender policy, training, daycare awareness training and 3 x GSU	Government of Sénégal - Ministry of the Armed Forces	On Going	2,153,757	735,069	446,433	60.73
00133208	Uruguay Armed Forces: outreach, transport and education support, and communications campaign	UN Women	On Going	1,105,678	1,105,678	523,926	47.39
OUTCOME 2: TOTAL				5,026,123	2,721,135	1,520,212	55.87

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers							
00133686	Ghana Armed Forces: Accommodation, communications, recruiting, and 1 x GSU	Government Ghana - Ministry of Finance	On Going	3,700,669	1,484,984	1,484,269	99.95
00129307	Jordan Public Security Directorate (PSD) Police: Women Qualification and Accommodation Center	Government of Jordan - Ministry of Planning and International Cooperation	Financially Closed	1,000,000	1,000,000	1,000,000	100.00
00127856	Niger Armed Forces and Police: Barrier Assessment, gender policy, training and outreach	UN Women	Terminated, Operationally Closed	996,052	996,052	402,631	40.42
00128648	Togo Armed Forces: BA, gender policy and 5-year strategy, recruitment campaign, 2 women's accommodation centres	Government of Togo - Ministry of Economy and Finance	On Going	999,998	999,998	790,168	79.02
00134376	Zambia Police Service: Women's accommodation, daycare, anti-sexual harassment, exploitation and abuse policy	UNDP	On Going	932,072	932,072	212,896	22.84
OUTCOME 3: TOTAL				7,628,791	5,413,107	3,889,964	71.86

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 4: Improved working/living conditions for uniformed women peacekeepers in United Nations missions							
00134341	Gender-Sensitive Accommodation Infrastructure	MINUSMA	Financially Closed	1,499,623	-	-	-
00130288	Gender-Sensitive Accommodation Infrastructure	UNIFIL	Financially Closed	357,181	311,031	311,031	100.00
OUTCOME 4: TOTAL				1,856,803	311,031	311,031	100.00
Direct Cost Budget							
00118008	EIF Secretariat	UN Women	On Going	5,632,881	5,632,881	5,533,779	98.24
DIRECT COST BUDGET: TOTAL				5,632,881	5,632,881	5,533,779	98.24
GRAND TOTAL:				22,272,536	16,206,091	13,094,314	80.80

Expenditure by Project grouped by Country

Table 14 displays the net funded amounts, expenditures reported, and the financial delivery rates by country, disaggregated by project or joint programme and Participating Organisation.

Table 14: Expenditure by project grouped by country

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Cambodia						
00131920	Cambodian Armed Forces Barrier Assessment	UN Women	267,725	267,725	267,213	99.81
CAMBODIA: TOTAL			267,725	267,725	267,213	99.81
Côte d'Ivoire						
00129892	Côte d'Ivoire Police Barrier Assessment	UN Women	219,996	219,996	219,416	99.74
00140928	Côte d'Ivoire Armed Forces Barrier Assessment	UN Women	249,251	249,251	16,306	6.54
CÔTE D'IVOIRE: TOTAL			469,247	469,247	235,722	50.23

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Ghana						
00133686	Ghana Armed Forces: Accommodation, communications, recruiting, and 1 x GSU	Government of Ghana - Ministry of Finance	3,700,669	1,484,984	1,484,269	99.95
GHANA: TOTAL			3,700,669	1,484,984	1,484,269	99.95

Global and Interregional						
00118008	EIF Secretariat	UN Women	5,632,881	5,632,881	5,533,779	98.24
GLOBAL AND INTERREGIONAL: TOTAL			5,632,881	5,632,881	5,533,779	98.24

Jordan						
00129307	Jordan PSD (Police): Women’s Qualification and Accommodation Center	Government of Jordan - Ministry of Planning and International Cooperation	1,000,000	1,000,000	1,000,000	100.00
JORDAN: TOTAL			1,000,000	1,000,000	1,000,000	100.00

Lebanon						
00130288	Gender-Sensitive Accommodation Infrastructure	UNIFIL	357,181	311,031	311,031	100.00
LEBANON: TOTAL			357,181	311,031	311,031	100.00

Liberia						
00126177	Liberia Armed Forces Barrier Assessment	UN Women	120,000	120,000	120,000	100.00
LIBERIA: TOTAL			120,000	120,000	120,000	100.00

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

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

Niger (the)						
00127856	Niger Armed Forces and Police: Barrier Assessment, gender policy, training and outreach	UN Women	996,052	996,052	402,631	40.42
NIGER (THE): TOTAL			996,052	996,052	402,631	40.42

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Sénégal						
00133799	Sénégal Armed Forces Barrier Assessment	Government of Sénégal - Ministry of the Armed Forces	200,458	200,458	199,274	99.41
00127852	Sénégal National Gendarmerie: gender policy, training, daycare awareness training and 3 x GSU	Government of Sénégal - Ministry of the Armed Forces	2,153,757	735,069	446,433	60.73
00127850	Sénégal National Police: gender audit and policy, training, communications and 3 x GSU	Government of Sénégal - Ministry of the Armed Forces	1,766,688	880,388	549,853	62.46
SÉNÉGAL: TOTAL			4,120,903	1,815,915	1,195,560	65.84

Sierra Leone						
00127038	Sierra Leone Armed Forces Barrier Assessment	UN Women	184,677	184,677	182,287	98.71
00130292	Sierra Leone Police Barrier Assessment	UN Women	197,198	197,198	192,063	97.40
SIERRA LEONE: TOTAL			381,874	381,874	374,350	98.03

Togo						
00128648	Togo Armed Forces: BA, gender policy and 5-year strategy, recruitment campaign, 2 women’s accommodation centres	Government of Togo - Ministry of Economy and Finance	999,998	999,998	790,168	79.02
00134178	Togo Police Barrier Assessment	Government of Togo - Ministry of Economy and Finance	150,666	150,666	105,526	70.04
TOGO: TOTAL			1,150,664	1,150,664	895,694	77.84

Uganda						
00130253	Uganda Police Force Barrier Assessment	UN Women	219,232	219,232	218,507	99.67
UGANDA: TOTAL			219,232	219,232	218,507	99.67

Uruguay						
00133208	Uruguay Armed Forces: outreach, transport and education support, and communications campaign	UN Women	1,105,678	1,105,678	523,926	47.39
URUGUAY: TOTAL			1,105,678	1,105,678	523,926	47.39

Zambia						
00134376	Zambia Police Service: Women's accommodation, daycare, anti-sexual harassment, exploitation and abuse policy	UNDP	932,072	932,072	212,896	22.84
ZAMBIA: TOTAL			932,072	932,072	212,896	22.84

GRAND TOTAL			22,272,536	16,206,091	13,094,314	80.80
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Contributors

- Government of Australia
- Government of Canada
- Government of Denmark
- Government of Finland
- Government of Germany
- Government of the Netherlands
- Government of Norway
- Government of the Republic of Korea
- Government of the United Kingdom

United Nations Participating Organizations



MINUSMA

United Nations
Multidimensional
Integrated Stabilization
Mission in Mali



UNIFIL

United Nations
Interim Force in
Lebanon



**UN
DP**



**UN
WOMEN**

Other Participating Organizations

- Government of Ghana
- Government of Jordan
- Government of Sénégal
- Government of Togo

Definitions

ALLOCATION

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

APPROVED PROJECT/PROGRAMME

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

CONTRIBUTOR COMMITMENT

Amount(s) committed by a contributor to a Fund in a signed SAA with the UNDP MPTF Office, in its capacity as the AA. A commitment may be paid or remain pending.

CONTRIBUTOR DEPOSIT

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

DELIVERY RATE

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

INDIRECT SUPPORT COSTS

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

NET FUNDED AMOUNT

Amount transferred to a Participating Organisation, less any refunds transferred back to the MPTF Office by a Participating Organisation or Recipient National Government.

PARTICIPATING ORGANISATION

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

PROJECT EXPENDITURE

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

PROJECT APPROVAL DATE

The date a project is approved by the Steering Committee.

PROJECT FINANCIAL CLOSURE

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

PROJECT OPERATIONAL CLOSURE

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

PROJECT START DATE

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

RECIPIENT NATIONAL GOVERNMENTS

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

TOTAL APPROVED BUDGET

The cumulative amount of allocations approved by the Steering Committee.

US DOLLAR AMOUNT

The financial data in the report is recorded in US Dollars.



BUNIA, DEMOCRATIC REPUBLIC OF THE CONGO, 22 MARCH 2025: The medical team of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO) Bangladeshi Rapid Deployment Battalion provide medical attention to Armed Forces of the Democratic Republic of the Congo (FARDC) troops at the Rwampara Military training center near Bunia where the MONUSCO peacekeepers have been providing combat training to the Congolese troops.
Photo: Jorkim Jotham Pituwa/MONUSCO

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

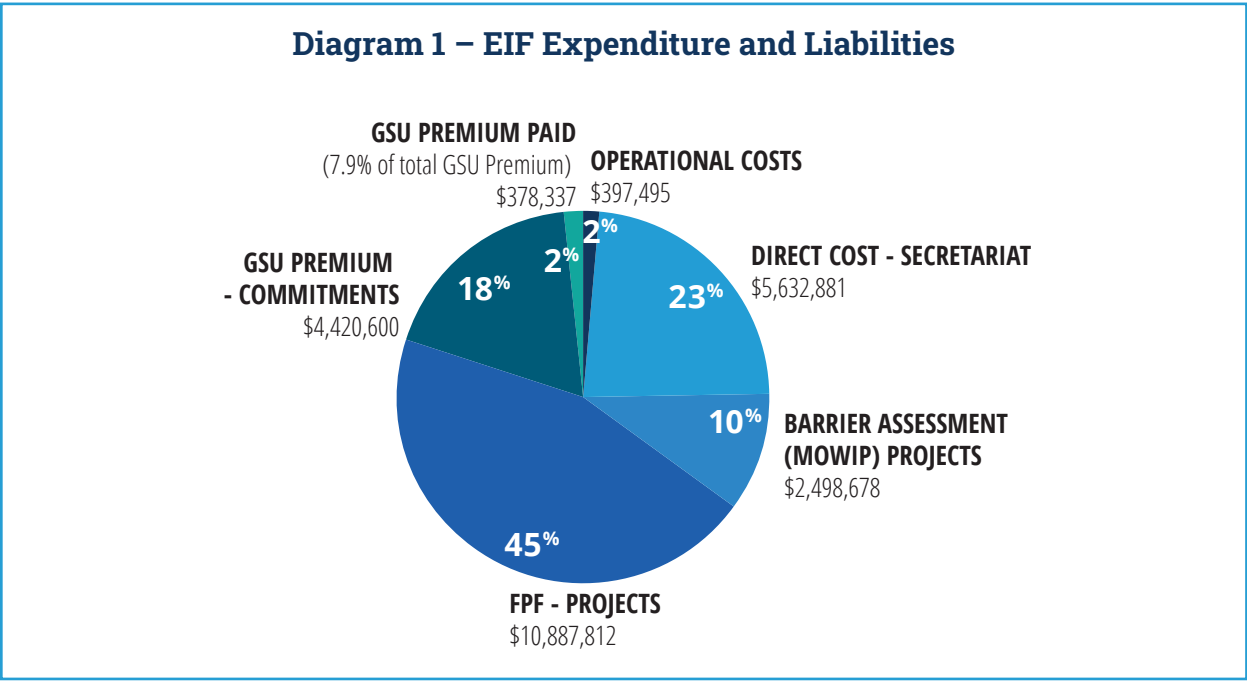
The purpose of **Diagram 1** is to provide an overview of the EIF's expenditures and liabilities as of 31 December 2024. It shows the proportion of EIF funding allocated as of 31 December 2024, to:

- participating organisations for Flexible Project Funding (FPF) and Barrier Assessment (BA) projects – **US\$13,386,490**¹¹⁷
- tranche payments for the Sénégal National Gendarmerie – **US\$185,069** and the Sénégal National Police – **US\$193,268**

- remaining Gender Strong Unit (GSU) premium liability – **US\$4,420,600**,¹¹⁸ and
- EIF operational and direct costs – **US\$397,495**¹¹⁹ and **US\$5,632,881** respectively.¹²⁰

The total amount of **US\$19,143,684** has been disaggregated to show the proportion of funding allocated per EIF funding modality: BA, FPF,¹²¹ GSU premium, and the EIF's direct and operational costs.

The Sénégal National Gendarmerie, Sénégal National Police, and the Ghana Armed Forces have deployed a total of six gender-strong units to date. The EIF anticipates paying the GSU premiums for the Ghana Armed Forces in 2025; however, the overall GSU liability will be revised downwards in 2025, to reflect GSU deployments achieved.



¹¹⁷ See Net Funded Amount - detailed in Part 5 Consolidated Annual Financial Report.
¹¹⁸ Two GSU premiums were paid to each of Sénégal National Police and Sénégal National Gendarmerie as of 31 December 2024, totalling US\$378,376. The total approved GSU premium commitments are US\$4,420,600 and includes GSU premiums for the: (i) Ghana Armed Forces - US\$2,215,685; (ii) Sénégal National Gendarmerie - US\$1,503,684, and the Sénégal National Police - US\$1,079,568.
¹¹⁹ Administrative Agent Fees US\$394,333 (1% of deposits) and Bank Charges US\$3,162 - detailed in Part 5 Consolidated Annual Financial Report.
¹²⁰ Secretariat Cost - detailed in Part 5 of the Consolidated Annual Financial Report.
¹²¹ This amount does not include the US\$997,336.44 grant approved on 28 March 2022 for the Bangladesh Armed Forces - funds transfer to UNOPS was subsequently made in 2025.



BENTIU, SOUTH SUDAN, 27 OCTOBER 2023: Engineering tasks—including road maintenance, construction and maintenance of dykes, and conservation of the airport runway—are carried out by Pakistani engineers deployed to the United Nations Mission in South Sudan (UNMISS) in Bentiu. These essential works, often undertaken in challenging conditions, play a vital role in ensuring the safety and efficient movement of people and goods in Unity State.
Photo: Gregório Cunha/UNMISS

PROJECT STATUS			
APPROVED	IN PROGRESS	COMPLETED	TERMINATED

Annex 1:
Deployments of uniformed women
by EIF-funded recipients 2020-2024¹²²

T/PCC	WOMEN DEPLOYED									
	2020		2021		2022		2023		2024	
	Total	%	Total	%	Total	%	Total	%	Total	%
BANGLADESH	263	4.00	317	4.87	507	7.41	533	7.61	473	8.06
Experts on Mission	2	6.06	2	5.88	5	11.36	8	14.04	6	10.71
Formed Police Units	152	25.29	149	30.79	138	30.00	126	30.96	98	33.00
Individual Police	7	14.29	3	11.11	9	23.08	12	25.53	9	21.95
Staff Officer	22	19.47	25	18.52	26	16.88	28	17.95	25	20.83
Troops	80	1.39	138	2.37	329	5.35	359	5.66	335	6.26
CAMBODIA	78	10.09	101	12.80	118	15.19	141	17.09	126	20.42
Experts on Mission	4	50.00	3	37.50	2	25.00	3	37.50	5	62.50
Staff Officer	1	6.67	3	16.67	4	21.05	3	15.00	3	15.00
Troops	73	9.73	95	12.45	112	14.93	135	16.94	118	20.03
CÔTE D'IVOIRE	43	7.24	68	7.46	54	5.57	39	6.36	37	14.92
Experts on Mission	2	50.00	2	66.67	0	0	1	100.00	1	50.00
Individual Police	33	54.10	34	36.56	22	20.56	16	27.12	24	38.71
Staff Officer	1	5.88	1	5.56	4	26.67	1	20.00	1	25.00
Troops	7	1.37	31	3.88	28	3.30	21	3.83	11	6.11
GHANA	401	15.44	369	16.27	420	15.78	441	15.98	433	16.33
Experts on Mission	15	36.59	18	40.91	17	36.17	17	35.42	16	33.33
Formed Police Units	50	19.23	62	23.05	41	15.30	55	20.52	58	21.48
Individual Police	44	52.38	18	36.00	16	48.48	15	42.86	12	32.43
Staff Officer	24	29.63	25	30.49	25	27.78	19	19.00	18	21.69

¹²² Figures were calculated as category averages, resulting in decimal values. For presentation purposes, these decimals were either rounded or manually adjusted to ensure the totals align precisely. This approach maintains consistency with the method used in the project profile summaries.

T/PCC	WOMEN DEPLOYED									
	2020		2021		2022		2023		2024	
	Total	%	Total	%	Total	%	Total	%	Total	%
Troops	268	12.58	246	13.49	321	14.44	335	14.51	329	14.87

JORDAN	21	4.22	26	4.30	32	5.16	47	9.48	38	18.81
Experts on Mission	3	23.08	4	50.00	4	57.14	2	28.57	3	75.00
Formed Police Units	0	0.00	12	6.86	14	7.78	19	10.61	7	10.00
Individual Police	16	12.90	8	9.09	12	13.33	24	16.90	26	24.76
Staff Officer	2	6.67	2	6.06	2	6.25	2	6.67	2	10.00

LIBERIA	18	13.53	22	12.79	21	12.21	18	11.54	6	50.00
Experts on Mission	3	75.00	3	75.00	3	75.00	2	40.00	2	50.00
Individual Police	0	0	2	40.00	3	37.50	2	50.00	4	50.00
Staff Officer	1	8.33	2	15.38	2	16.67	2	20.00	0	0.00
Troops	14	11.97	15	10.00	13	8.78	12	8.76	0	0.00

MEXICO	7	50.00	7	41.18	7	41.18	8	36.36	8	42.11
Experts on Mission	6	60.00	7	58.33	7	58.33	8	57.14	8	44.44
Staff Officer	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00

NIGER	52	5.31	34	3.47	27	2.81	44	5.67	34	39.53
Experts on Mission	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Individual Police	40	40.40	29	30.21	19	23.75	35	39.33	32	41.56
Staff Officer	0	0.00	0	0.00	2	9.52	2	10.53	2	25.00
Troops	12	1.39	5	0.58	6	0.70	7	1.05	0	0.00

SÉNÉGAL	136	6.38	194	9.16	217	9.18	227	11.17	205	16.15
Experts on Mission	0	0.00	0	0.00	1	20.00	1	50.00	1	100.00
Formed Police Units	76	7.52	134	13.10	145	12.30	171	15.20	172	17.20
Individual Police	14	19.18	24	30.00	23	37.70	20	32.79	20	30.77
Staff Officer	2	6.67	2	6.45	3	9.38	2	5.88	2	8.33
Troops	44	4.33	34	3.47	45	4.14	33	4.07	10	5.59

T/PCC	WOMEN DEPLOYED									
	2020		2021		2022		2023		2024	
	Total	%	Total	%	Total	%	Total	%	Total	%
SIERRA LEONE	31	38.27	36	53.73	42	62.69	21	45.65	19	47.50
Experts on Mission	10	71.43	8	72.73	7	70.00	7	58.33	6	60.00
Individual Police	13	37.14	20	80.00	27	93.10	7	87.50	9	45.00
Staff Officer	8	25.00	8	25.81	8	28.57	7	26.92	4	40.00

TOGO	122	8.42	124	9.46	111	10.19	116	12.06	35	37.63
Experts on Mission	2	20.00	3	42.86	3	37.50	3	33.33	2	25.00
Formed Police Units	41	9.36	38	12.93	30	10.79	24	9.38	0	0.00
Individual Police	28	47.46	28	38.36	23	37.10	32	44.44	32	44.44
Staff Officer	3	13.04	2	8.33	4	14.29	5	20.83	1	12.50
Troops	48	5.22	53	5.81	51	7.15	52	8.65	0	0.00

UGANDA	86	13.27	64	9.82	89	13.69	101	15.44	88	13.48
Experts on Mission	3	75.00	3	100.00	3	75.00	2	50.00	3	75.00
Individual Police	7	33.33	7	30.43	5	27.78	6	27.27	6	28.80
Staff Officer	1	33.33	1	50.00	1	33.33	1	33.33	1	33.33
Troops	75	12.10	53	8.49	80	12.80	92	14.72	78	12.48

URUGUAY	82	7.21	72	6.59	72	6.79	63	6.07	60	6.22
Experts on Mission	1	9.09	2	15.38	3	21.43	5	35.71	3	20.00
Individual Police	3	30.00	3	50.00	4	57.14	1	33.33	0	0.00
Staff Officer	4	20.00	4	20.00	2	10.00	1	5.00	0	0.00
Troops	74	6.75	63	5.98	63	6.18	56	5.59	57	6.12

ZAMBIA	152	15.03	164	16.62	183	18.96	210	21.49	239	24.31
Experts on Mission	5	25.00	5	29.41	5	31.25	7	38.89	7	38.89
Individual Police	26	48.15	7	23.33	1	8.33	10	58.82	12	60.00
Staff Officer	8	28.57	8	26.67	7	25.93	11	34.38	14	40.00
Troops	113	12.43	144	15.82	170	18.68	182	20.00	206	22.64

Grand Total	1491	8.01	1594	8.63	1897	9.87	2005	10.92	1796	13.10
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Annex 2:

EIF Secondary Impact

– Knowledge gained by the Fund

contributes to the global conversation on increasing the full, equal and meaningful representation of uniformed women in United Nations Peacekeeping Operations

UNITED NATIONS: OPEN DEBATES, EVENTS, REPORTS AND STATEMENTS		
United Nations Reports (3)		
24 September 2024	S/2024/671 Report of the Secretary-General on Women and peace and security ¹²³	Mention of the EIF: “The increase in women’s representation in peacekeeping missions has been made possible through many efforts by the United Nations and troop- and police- contributing countries, including the Elsie Initiative for Women in Peace Operations , in pursuit of the uniformed gender parity strategy 2018–2028”.
23 October 2024	Towards Equal Opportunity for Women in the Defence Sector ¹²⁴	Mention of the EIF: “The armed forces of three countries that were supported by the Elsie Initiative Fund (EIF) in completing a MOWIP assessment in 2022 have made significant progress in increasing the representation of uniformed military women deployed to United Nations peacekeeping missions, which rose from 9 per cent in 2018 to 17 per cent in 2022. Similarly, deployment rates for women in three EIF-funded Troop Contributing Countries (TCCs) that conducted a MOWIP in 2023 increased from 4 per cent in 2018 to 10 per cent in 2023.”

123 United Nations Security Council (2024), *Report of the Secretary-General on Women and peace and security (S/2024/671)*. Accessed 28 March 2025. Available at: <https://digitallibrary.un.org/record/4064287?v=pdf>

124 DCAF – Geneva Centre for Security Sector Governance (2023), *Towards Equal Opportunity for Women in the Defence Sector*. Accessed 28 March 2025. Available at: <https://www.dcaf.ch/towards-equal-opportunity-women-defence-sector>

23 September 2024	United Nations Women Peace, Security Resilience 2023 Annual Donor Report ¹²⁵	Mention of the EIF: “UN Women is proud to serve as the Secretariat of the Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF) , which provides essential support for women in uniform by identifying barriers to women’s participation in United Nations Peacekeeping Operations and providing grants to Troop and Police Contributing Countries (T/PCC) to support and increase their meaningful participation... .”
United Nations Security Council (UNSC) (3)		
7 August 2024	United Nations Security Council meeting on the Women, Peace and Security (WPS) agenda ¹²⁶	Statement by H.E. Ambassador James Kariuki, UK Deputy Permanent Representative to the UN: “The UK is creating an enabling environment for women peacekeepers. We contributed £1 million to the Elsie Initiative Fund last year, and the British Peace Support Team is training women in driving and weapons handling, improving women’s pass rates in assessments.”
9 September 2024	United Nations Security Council Open Debate on United Nations Peacekeeping Operations (Australia) ¹²⁷	Statement by H.E. Ambassador James Larsen, Permanent Representative of Australia to the UN: “Australia is focused on reducing barriers to women’s participation. We urge more partners to collaborate with the Elsie Initiative Fund to accelerate these efforts.”
	United Nations Security Council Open Debate on United Nations Peacekeeping Operations (UK) ¹²⁸	Statement by H.E. Ambassador James Kariuki, UK Deputy Permanent Representative to the UN: “The United Kingdom will continue to help create an enabling environment for women peacekeepers through our support to the Elsie Initiative Fund , the Senior Women Talent Pipeline, and through our bilateral training by the British Peace Support Team.”
24 October 2024	Annual United Nations Security Council Open Debate on Women, Peace, and Security ¹²⁹	Statement by H.E. Ambassador James Larsen, Permanent Representative of Australia to the UN: “Our support for the Elsie Initiative Fund has been a key catalyst for this change. Gender parity in peacekeeping is possible; but only if we hold ourselves accountable.”

125 UN Women (2024), *Peace, Security and Resilience: 2023 Annual Donor Report*. Accessed 28 March 2025. Available at: <https://trello.com/c/f4uCyZCz>

126 United Kingdom Mission to the United Nations (2024), *‘Women’s contributions are integral in all stages of peacekeeping: UK statement at the UN Security Council’*, delivered 7 August 2024. Accessed 28 March 2025. Available at: <https://www.gov.uk/government/speeches/womens-contributions-are-integral-in-all-stages-of-peacekeeping-uk-statement-at-the-un>

127 Permanent Mission of Australia to the United Nations (2024), *‘Statement at the United Nations Security Council Open Debate on United Nations Peacekeeping Operations’*, delivered 9 September 2024. Accessed 28 March 2025. Available at: https://unmy.embassy.gov.au/unmy/240909_UNSC_Peacekeeping.html

128 United Kingdom Mission to the United Nations (2024), *‘We must improve UN peacekeeping to meet today’s challenges: UK statement at the UN Security Council’*, delivered 9 September 2024. Accessed 28 March 2025. Available at: <https://www.gov.uk/government/speeches/we-must-improve-un-peacekeeping-to-meet-todays-challenges-uk-statement-at-the-un-security-council>

129 Permanent Mission of Australia to the United Nations (2024), *‘Statement at the United Nations Security Council Open Debate on Women, Peace, and Security’*, delivered 24 October 2024. Accessed 28 March 2025. Available at: https://unmy.mission.gov.au/unmy/241024_Open_Debate_Women_Peace_Security.html

United Nations General Assembly (UNGA) (1)		
21 September 2024	United Nations Summit of the Future side event: “A Key to Peace: More Women in Peacekeeping” by Security Women ¹³⁰	Presentation (virtual) by the EIF: Overview, guidance on applying to the Fund, funding windows and types, results and impact of EIF-Funded Projects, the importance of the WPS agenda and uniformed women's full equal and meaningful participation in United Nations Peacekeeping Operations and acknowledgement of EIF's donors.
2025 United Nations Peacekeeping Ministerial (1)		
9-12 December	2025 United Nations Peacekeeping Ministerial: 1st Preparatory Conference, Uruguay	Presentation by the EIF: Overview, results and impact of EIF-Funded Projects and the importance of the WPS agenda and uniformed women's full equal and meaningful participation in United Nations Peacekeeping Operations.
High Level Events (2)		
18 April 2024	Economic and Social Council Youth Forum Side Event: “Empowering Young Persons, including Young Women in Conflict Zones: Pioneering Peace and Security”	Remarks by the Deputy Chief, Peace, Security and Resilience Team, UN-Women: “Through initiatives such as the Elsie Initiative Fund for Uniformed Women in Peace Operations, UN Women continues to partner across the United Nations and Member States to foster inclusive environments that enable women's equal participation in peacekeeping. To date, the Fund has invested US\$17 million across a range of actions that identify and resolve barriers to women's participation in peacekeeping, from the construction of gender-sensitive accommodation and facilities, to the development of gender policies and awareness campaigns.”
25 October 2024	High-level launch: United Nations Report Towards Equal Opportunity for Women in the Defence Sector, ¹³¹ by the Permanent Missions of Germany, India, and Switzerland	Mention of the EIF: The EIF was mentioned during the open discussion.

130 Security Women (2024), *A Key to Peace: More Women in Peacekeeping, side event at the United Nations Summit of the Future*. Accessed 28 March 2025. Available at: <https://www.youtube.com/watch?v=wsIDMTHVROs&t=995s>

131 United Nations (2024), *Towards Equal Opportunity for Women in the Defence Sector*. Accessed 28 March 2025. Available at: <https://digitallibrary.un.org/record/4063895>

MEMBER STATES’ POLICY DISCUSSIONS, EVENTS, AND STATEMENTS		
Member States’ policy discussions and statements (2)		
3-7 June 2024	Annual Common Connections Week: Security Sector Reform (SSR) ¹³²	Mention of the EIF: The EIF was mentioned during the discussion on barriers and entry points for equal opportunities for uniformed women in the security sector.
26 June 2024	Founding Meeting: High-Level Inter-Ministerial and Chiefs of Police Network on Gender-Responsive Policing ¹³³	Mention of the EIF: The EIF was mentioned in the remarks by the Sénégal Police Adviser.
Member States’ Events (10)		
17 April 2024	Panel Discussion: Australian High Commission Ghana, panel discussion: “Women, Peace, and Security: Supporting the Meaningful Participation of Women and Girls in Peacebuilding and Conflict Prevention in West Africa” in collaboration with the Kofi Annan International Peacekeeping Training Center, the West Africa Network for Peacebuilding, and the West Africa Democracy Solidarity Network ¹³⁴	Presentation (virtual) by the EIF: Overview, results and impact of EIF-Funded Projects and the importance of the WPS agenda, and uniformed women's full equal and meaningful participation in United Nations Peacekeeping Operations as well as acknowledgement of the EIF donors. The EIF was highlighted as an effective mechanism for strengthening the participation of uniformed women in United Nations Peacekeeping Operations.

132 United Nations (2024), *Security Sector Reform and Governance Week 2024, held from 3 to 7 June 2024*. Accessed 28 March 2025. Available at: <https://www.un.org/ssr/en/content/ssr-week-2024>

133 United Nations (2024), *United Nations Chiefs of Police Summit 2024, 26–27 June 2024*. Accessed 28 March 2025. Available at: <https://police.un.org/en/united-nations-chiefs-of-police-summit-2024>

134 Australian High Commission Ghana, KAIPTC, WANEP, and WADEMOS (2024), *Women, Peace, and Security: Supporting the Meaningful Participation of Women and Girls in Peacebuilding and Conflict Prevention in West Africa*, panel discussion held on 17 April 2024 at the Kofi Annan International Peacekeeping Training Centre, Accra, Ghana. Accessed 28 March 2025. Available at: <https://www.kaiptc.org/women-peace-and-security-panel-discussion-held-at-kaiptc/>

28 May 2024	Launch: 100-bed women’s recruit accommodation facility, Army Training School, Daboya, Ghana ¹³⁵	Remarks (virtual) by the EIF: Overview, results, and impact of the EIF-funded project with the Ghana Armed Forces, the importance of gender-sensitive accommodations and addressing barriers to the meaningful participation of uniformed women in peacekeeping operations, as well as an acknowledgement of EIF donors and the Secretariat’s support to the project.
29 May 2024	Ceremony: International Day of United Nations Peacekeepers, Uruguay ¹³⁶	Mention of the EIF: The EIF and the EIF-funded project with the Uruguay Armed Forces were showcased in a video during the event.
16 July 2024	Launch: Jordan Public Security Directorate (PSD) Gender Capacity Building Center, Jordan ¹³⁷	Remarks by the EIF: Overview of the EIF, acknowledgement of EIF donors, importance of the Gender Capacity Building Center and the efforts of the Jordan PSD in integrating gender concepts into its broader training curriculum.
30 July 2024	MOWIP Report Launch: Royal Cambodian Armed Forces ¹³⁸	Remarks (virtual) by the EIF: Overview of the EIF, acknowledgement of EIF donors, and key MOWIP report findings. The United Nations Resident Coordinator to Cambodia acknowledged the MOWIP Report Launch as a significant milestone in Cambodia’s efforts to enhance women’s meaningful participation in United Nations peacekeeping.
20 August 2024	Ceremony: Equipment Handover to Uniformed Women by Zambia Police Service, Zambia ¹³⁹	Remarks by the EIF: Overview of the EIF, acknowledgement of EIF donors, the significance of this project with the ZPS to address barriers such as the lack of information and transparency surrounding United Nations deployment criteria.

135 Ghana Armed Forces (2024), *Commissioning of 100-Bed Female Accommodation Facility at Army Special Operations Training School*, Daboya, 28 May 2024. Accessed 28 March 2025. Available at: https://www.facebook.com/permalink.php?story_fbid=762212016088225&id=100068983007089

136 Permanent Mission of Uruguay to the United Nations (2024), *International Day of United Nations Peacekeepers Ceremony in Uruguay*, 29 May 2024. Accessed 28 March 2025. Available at: <https://www.youtube.com/watch?v=65BSVP10vLU>

137 Elsie Initiative Fund (2024), *Newsletter, Issue No. 1 – Launch of the Gender Capacity Building Center*, Jordan. Accessed 28 March 2025. Available at: <https://mailchi.mp/unwomen/elsie-initiative-fund-newsletter-issue-no1-13842856>

138 Royal Cambodian Armed Forces (2024), *Measuring Opportunities for Women in Peace Operations (MOWIP) Assessment Report Launch*, 30 July 2024, Phnom Penh, Cambodia. Accessed 28 March 2025. Available at: <https://elsiefund.org/wp-content/uploads/2024/08/240730-Press-Release-MOWIP-Launch.pdf>. See also: <https://www.facebook.com/profile/100063746460775/search?q=Elsie>

139 Zambia Police Service, Elsie Initiative Fund, and UNDP Zambia (2024), *Equipment Handover Ceremony to Uniformed Women Officers*, 20 August 2024. Accessed 28 March 2025. Available at: <https://x.com/UNDPZambia/status/1825864792147435784>

28 August 2024	Ceremony: Conclusion of the Uruguay Armed Forces Mobile Information and Education Team (MIET) sessions, Uruguay ¹⁴⁰	Remarks by the EIF: Overview of the EIF, acknowledgement of EIF donors, significance of the MIET sessions and the overall EIF-supported project with the UAF.
9 December 2024	Launch: Children’s booklet on Peacekeeping by UN Women and the Uruguay Armed Forces, Uruguay ¹⁴¹	Mention of the EIF: This was an EIF-supported activity as part of a project with the Uruguay Armed Forces, coordinated by UN Women Uruguay. The EIF was highlighted in the event.
12 December 2024	MOWIP Report Launch: Sénégal Armed Forces ¹⁴²	Remarks (virtual) by the EIF: Overview of the EIF, acknowledgement of EIF donors, and key MOWIP report findings, supported by the strong leadership of the Sénégal Armed Forces.
12 December 2024	International Conference: Women in United Nations Peace Operations: Opportunities and challenges for a meaningful participation, Uruguay ¹⁴³	Presentation by the EIF: Overview of the EIF, results and impact of EIF-funded projects, and the importance of the WPS agenda to enable uniformed women’s full, equal, and meaningful participation in United Nations Peacekeeping Operations.
EIF Support to Regional Organisations and Member States’ Events (2)		
01 February 2024	Event: Barrier Assessment: A Useful Tool. Sharing of experiences in Defence and Police Institutions by the Permanent Missions of the Federal Republic of Germany and Canada	Presentation by the EIF: The importance and benefits of conducting a barrier assessment, as well as the results and impact from EIF-supported T/PCCs that have recently undertaken a barrier assessment using the MOWIP, with a focus on the Armed Forces of Liberia and the Republic of Sierra Leone Armed Forces.

140 Uruguayan Ministry of National Defense (2024), *Gerente general del Proyecto Elsie participa en cierre de sesiones MIET*, 28 August 2024. Accessed 28 March 2025. Available at: <https://www.gub.uy/ministerio-defensa-nacional/comunicacion/noticias/gerenta-general-del-proyecto-elsie-participa-cierre-sesiones-miet>

141 Uruguay Armed Forces and UN Women (2024), *Launch of Children’s Booklet on Peacekeeping*, 15 September 2024. Accessed 28 March 2025. Available at: <https://x.com/ElsieFund/status/1866216041258352825>

142 Sénégal Armed Forces (2024), *Measuring Opportunities for Women in Peace Operations (MOWIP) Assessment Report*, December 2024. The report was launched at an official ceremony in Dakar with participation from senior military leadership and international partners. Accessed 28 March 2025. Available at: <https://elsiefund.org/wp-content/uploads/2024/12/Rapport-MOWIP-Armees.pdf>. See also: https://www.facebook.com/story.php?id=100068852784805&story_fbid=895489772756107

143 Uruguayan Ministry of National Defense (2024), *Proyecto Elsie, La paz necesita a las mujeres*, 12 December 2024. Accessed 28 March 2025. Available at: <https://www.youtube.com/live/SoiRL6vYzgw>

12 November 2024	Regional Knowledge Exchange - Association of Southeast Asian Nations (ASEAN): Challenges and Opportunities to Enhance Women’s Participation in United Nations Peacekeeping Operations, Indonesia	Presentation (virtual) by the EIF: Overview of the EIF, guidance on applying to the Fund, and the importance of the WPS agenda and uniformed women’s full, equal, and meaningful participation in United Nations Peacekeeping Operations.
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CIVIL SOCIETY AND ACADEMIC DIALOGUES AND KNOWLEDGE PRODUCTS (8)		
24 January 2024	Report: Boutros-Ghali Observatory of Peacekeeping – January 2024: Increasing the participation of Uniformed Women in Peace Operations: A gender-sensitive analysis of national initiatives in Three Francophone Countries ¹⁴⁴	Mention of the EIF: The analysis refers to EIF-supported projects in Cambodia and Togo, facts and information from the EIF’s 2023 Annual Report and the EIF global website.
13 May 2024	Workshop: WPS and Policing, International Police Peacekeeping Operations Support Program and the United Nations Institute for Training and Research, Nepal	Presentation by the EIF: Key results, impact, and lessons learned from projects related to uniformed women police in peacekeeping, including examples from existing EIF fund recipients: Sénégal National Gendarmerie and Police, and prospective fund recipients – Fiji Police and Nepal Armed Police.

144 Boutros-Ghali Observatory of Peacekeeping (2024), *Increasing the Participation of Uniformed Women in Peace Operations: A Gender-Sensitive Analysis of National Initiatives in Three Francophone Countries*, January 2024. Accessed 28 March 2025. Available at: <https://www.observatoire-boutrosghali.org/publications>

30 May 2024	Seminar: Organisation Internationale de la Francophonie (OIF) and FRANCOPOL Seminar -Recruitment Opportunities in Police peacekeeping in Cameroon ¹⁴⁵	Presentation (virtual) by the EIF: Key results, impact, and lessons learned from projects supporting uniformed women police in Togo and Sénégal
22-23 October 2024	International Seminar: Uniformed Women and Peace Operations: Progress and challenges in creating safe and inclusive environments by RESDAL, Brazil	Presentation (virtual) by the EIF: Overview, results and impact of EIF-Funded Projects and the importance of the WPS agenda and uniformed women’s full equal and meaningful participation in United Nations Peacekeeping Operations and acknowledgement of EIF’s donors.
24 October 2024	Seminar: OIF and Université Senghor Training on Women, Peace and Security	Presentation (virtual) by the EIF: Key results, impact, and lessons learned from EIF-funded projects in Sénégal, Togo, Cote d’Ivoire.
5 November 2024	Publication: Sénégal Armed Forces Gender Magazine - feature on the EIF	Mention of the EIF: Overview of the EIF-funded projects with Sénégal Armed Forces, National Gendarmerie, and National Police, and in-depth article about key findings from the Sénégal Armed Forces MOWIP Barrier Assessment
25 November 2024	Knowledge Exchange: Women’s Military Network	Presentation by the EIF: Overview of the EIF, funding windows and types, how to apply to the Fund and the EIF’s programming rounds.
27 November 2024	Training Course: WPS Training Course for Parliamentarians, Cambodia	Mention of the EIF: The President of the National Assembly mentioned the EIF-supported MOWIP in Cambodia in her opening remarks.

145 Organisation Internationale de la Francophonie, FRANCOPOL, and École Internationale des Forces de Sécurité (2024), *Les opportunités professionnelles dans les composantes police des opérations de paix des Nations unies – Focus sur le rôle des femmes*, seminar held from 27 to 31 May 2024 in Yaoundé, Cameroon. Accessed 28 March 2025. Available at: <https://www.franropol.org/nouvelles/detail/cameroun-eiforces-francopol-seminaire-les-opportunites-professionnelles-dans-les-composantes-police-des-operations-de-paix-des-nations-unies-focus-sur-le-role-des-femmes-27-au-31-mai-2024>



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