

PRODOC TEMPLATE – 3RD PROGRAMMING ROUND (2024)

All sections in all parts are to be completed in full by all Fund applicants

Part One – Applicant Details

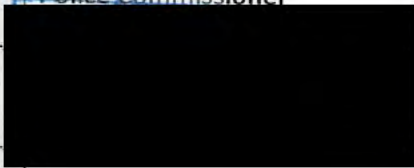


FUND RECIPIENT ¹		AUTHORISED SIGNATORY ²	
Organisation Name	United Nations Mission in South Sudan (UNMISS)	Organisation Name	United Nations Mission in South Sudan (UNMISS) - FORCE
Organisation Address	UNMISS HQ P.O Box 29 Juba Town 081111 Republic of South Sudan	Organisation Address	UNMISS HQ P.O Box 29 Juba Town 081111 Republic of South Sudan
First and LAST NAME	Jada Free Sanderson	First and LAST NAME	Mohan Subramanian
Position / Rank / Title	Military Gender Protection Advisor, Lieutenant Colonel	Position / Rank / Title	Force Commander, Lieutenant-General
Signature and Seal	[REDACTED]	Signature and Seal	[REDACTED]
Date of Signature		Date of Signature	
Email: Official	Unmiss-fhq-mgpa@un.org	Email: Official	mohan.subramanian@un.org
Email: Other		Email: Other	
Address	UNMISS HQ P.O Box 29 Juba Town 081111 Republic of South Sudan	Address	UNMISS HQ P.O Box 29 Juba Town 081111 Republic of South Sudan
Telephone Number		Telephone Number	

¹ **EIF Fund Recipient:** can be either a National Government, and therefore the implementing entity, or a PUNO (participating UN organisation) which includes United Nations Agencies, Funds, Programs (AFP) and United Nations missions, also an implementing entity.

- T/PCC as fund recipient: T/PCC project focal point is to sign this section.
- PUNO as fund recipient: UN Agency project focal point is to sign this section.

² **Authorised Signatory:**

- Where a T/PCC is the fund recipient, the Defence Force Chief / Minister of Defence / Police Commissioner / Minister of Interior must sign this section. Signing this document includes agreement to support the EIF to undergo the HACT and HRDDP (page 2)
- Where a PUNO is the fund recipient in partnership with a T/PCC, the Defence Force Chief / Minister of Defence / Police Commissioner / Minister of Interior and UN Country Head must sign this section respectively.
- Where a UN mission is the fund recipient, the Head of Mission/Force Commander/Director of Mission Support must sign this section.

AUTHORISED SIGNATORY ²		IMPLEMENTING PARTNER/S ³	
Organisation Name	UNMISS-UNPOL	Implementing Partner	Mission Support Division
Organisation Address	UNMISS HQ P.O Box 29 Juba Town 081111 Republic of South Sudan	Organisation Name	UNMISS HQ P.O Box 29 Juba Town 081111 Republic of South Sudan
First name: LAST NAME	Meinolf Ludwig Schlotmann	Organisation Address	UNMISS HQ P.O Box 29 Juba Town 081111 Republic of South Sudan
Position / Rank / Title	Police Commissioner	First name: LAST NAME	Victoria Browning
Signature		Position / Rank / Title	Director Mission Support Division
Seal		Signature	
Date of Signature	29/08/2025	Date of Signature	
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Address	UNMISS HQ P.O Box 29 Juba Town 081111 Republic of South Sudan	Address	UNMISS HQ P.O Box 29 Juba Town 081111 Republic of South Sudan
Telephone Number		Telephone Number	
Project duration – in months <i>The maximum project term is 24 months</i>	24 months	Total Budget Requested in US \$	US \$749,951.98

Harmonized Approach to Cash Transfers (HACT), and Human Rights Due Diligence Policy (HRDDP) requirements. Please tick each box to acknowledge the requirement to support the EIF to undergo each of the following:			
Agree to the HACT requirements, as explained in the EIF Operations Manual – Section 8.8	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Agree to the HRDDP requirements, as explained in the EIF Operations Manual – Section 8.7	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	

³ An implementing partner is a partner organisation that will implement activities as per the signed project document (PRODOC) under the financial and programmatic responsibility of either a: (i) PUNO or (ii) the national government through which they receive funds. An implementing partner can be a T/PCC or CSO.

Agree to the HACT requirements, as explained in the EIF Operations Manual – Section 8.8	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Agree to the HRDDP requirements, as explained in the EIF Operations Manual – Section 8.7	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
HRDDP and HACT: Following the conduct of the HACT and HRDDP assessments, please describe the key actions and mitigating measures that the T/PCC has agreed to undertake.		
<p>HRDDP: As outlined in the UN HRDDP Policy, as well as the cascading Mission specific guidance on HRDDP, UNMISS complies and ensures compliance with UN’s Purposes and Principles in the Charter and its obligations under international law to respect, promote and encourage respect for international humanitarian, human rights and refugee law. Consistent with these obligations, UN support cannot be provided where there are substantial grounds for believing there is a real risk of the receiving entities committing grave violations of international humanitarian, human rights or refugee law and where the relevant authorities fail to take the necessary corrective or mitigating measures.</p> <p>The UNMISS EIF Project identifies the key target beneficiary as UNMISS uniformed women, both individual uniformed officers and contingents. As such, the Conduct and Discipline Service (CDS), in collaboration with various other UN offices and entities, conducts vetting of candidates for recruitment against records of prior misconduct while in the service of a UN operation. In addition, Military contingent members are vetted as soon as they arrive in the mission area, at which time a final list of names is available. Finally, troop- and police-contributing countries are required to certify upon deployment or rotation of personnel that no individual being deployed or rotated has committed, or been alleged to have committed, violations of international human rights law and international humanitarian law, or been repatriated on disciplinary grounds and barred from participation in future UN operations. It is worth noting that UNMISS has a Conduct and Discipline Team (CDT) Unit, that partners with OIOS Investigations to support the investigation for any alleged violations.</p> <p>HACT: The UNMISS EIF Project Proposal does not identify the need for a harmonized approach to cash transfers, as the Mission will not partner with an external Implementing Partner, nor does the Mission foresee any cash-based payments associated to the project.</p>		

Elsie Initiative Fund Results Framework: Indicate the Primary Outcome that this project will contribute to (tick one box only):			
<input type="checkbox"/> Outcome 1: Expanded country specific knowledge of barriers to deployment of women peacekeepers to United Nations peace operations.	<input type="checkbox"/> Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations.	<input type="checkbox"/> Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers.	<input checked="" type="checkbox"/> Outcome 4: Improved working and/or living conditions for uniformed women peacekeepers in United Nations peace operations.

<p>Participating United Nations Organizations (PUNO) who are the main funding beneficiary will assume full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent. Such funds will be administered by each PUNO in accordance with its own regulations, rules, directives and procedures. Each PUNO shall establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent from the Fund’s account. This separate ledger account shall be administered by each PUNO in accordance with its own regulations, rules, directives and procedures, including those relating to interest. The separate ledger account shall be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the PUNO.</p> <p><input checked="" type="checkbox"/> Please check the box to acknowledge</p>

Part Two: Barrier Assessment Summary

Please provide a summary of your Barrier Assessment / MOWIP results below.

Barrier Assessment Title: Elsie Survey 2023

Date: July 2023

Barrier Assessment Executive Summary. [300-400 words]

- Provide a summary of your barrier assessment results.
- What are the high-priority issue areas identified in the MOWIP barrier assessment?
- What are the key barriers identified to women's meaningful participation in UN deployments?

Summary:

Female peacekeepers play an indispensable role in UN missions, particularly through their unique capacity to engage with vulnerable populations and foster community relations, which are crucial for the protection and empowerment of civilians in conflict zones. Their presence leads to more effective peacekeeping outcomes, enhancing trust and dialogue within the community and addressing sensitive issues such as gender-based violence.

To fully realize its operational mandate, recent assessments have highlighted significant gaps in duty of care, particularly regarding gender-specific needs within UNMISS. Most notably:

OPSP 2022: In 2022, the Office for Peacekeeping Strategic Partnerships conducted a review of UNMISS's capacity, in regard to the changes in the mission mandate. The study identified: "The quality of accommodation, ablution, kitchens and other installations varies. Many camps and bases are in poor condition, with old or unserviceable installations. In some cases, accommodation and ablution units have been in use for periods far exceeding their expected life. The poor condition of ablutions is sometimes exacerbated by the intensity of use by the troops due to other toilets being either deficient or unserviceable. In Bentiu, Malakal and Juba, the OPSP team observed a number of peacekeepers, especially female peacekeepers, living in overcrowded accommodation units. In Bentiu, some of the ablutions were also ill-designed to accommodate women." (para 54, OPSP).

The Board of Auditor's (BOA) *Audit of the United Nations Peacekeeping Operations for the financial period ended 30 June 2023* highlighted significant gaps in gender-specific provisions at Temporary Operating Bases (TOBs). For example, the audit found that the basic sanitation facilities did not offer adequate privacy for female personnel as outlined by the Office of Military Affairs, with toilets and open-air shower spaces only partially enclosed and uncomfortable during the rainy season. The BOA found that the lack of privacy and inadequate hygiene provisions limits the ability to deploy female personnel to these bases effectively.

The Operational Coordination Committee requested a needs assessment for uniformed women, to better understand the needs and barriers confronting uniformed women deploying to remote locations. The survey sampled uniformed staff from across various field offices to better identify the overall, and gendered needs.⁴ The findings from the 2023 Elsie Survey indicate that a notable percentage of female respondents face substantial challenges with WASH facilities, particularly in areas such as privacy, hygiene, and water accessibility, which are crucial for effective participation in Long Distance Patrols (LDPs) and deployments to TOBs. Based on the survey data collected from uniformed women participating in Long-Distance Patrols (LDPs), several critical challenges emerged, underscoring specific needs for targeted support. Uniformed women identified the top challenge to be ablutions/toilets/sanitation (45.3%). The absence of adequate ablution facilities, in particular, was frequently cited as a major impediment to their ability to work comfortably and safely in the field. Notably, 21% of respondents specifically called for mobile ablution units, with 37.5% of these requests coming from women, highlighting a pronounced need for gender-sensitive facilities.

Additional concerns were raised around menstrual hygiene, with 13.5% of female respondents specifically mentioning the impact of inadequate water supplies on hygiene during menstruation. This lack of resources not only exacerbates unsanitary

⁴ Elsie Survey (2023) is shared as [Annex F](#).

conditions but also contributes to stigmatization, potentially affecting participation and morale. The qualitative data emphasized that insufficient water for personal hygiene during LDPs creates significant health risks and discomfort for women, particularly during menstruation, thereby underscoring a need for prioritized access to clean water and mobile sanitation facilities.

The findings from the survey were reconfirmed through additional assessments, including in the *Note: DPPA-DPO Pilot Network Project Team visit to UNMISS (Nov 2023)*, where the issue of mobile ablutions and gender specific materials for LDPs and TOBs was the first raised by the Network. As such, the Pilot Network has raised the challenge with the C-34, and has integrated the concerns into the *C34 Report- Women in Peacekeeping*, further outlining the need to “provide the necessary infrastructure and a conducive living and working environment for women peacekeepers, taking into account the needs and requirements of women, including those related to their safety, security and privacy, and to ensure that adequate safe and appropriate facilities, accommodation and equipment.” (173)

As of 2024, following the launch of the Pilot Uniformed Women Network, UNMISS uniformed focal points conducted focus group discussions with uniformed women on enabling environments in field offices. The FGDs identified the following:

1. **Lack of ablutions/toilets** (30% of responses, 45 mentions) emerged as the most frequently cited challenge, emphasizing the critical need for gender-sensitive facilities that ensure safety, privacy, and dignity for uniformed women, especially during remote deployments.
2. **Inadequate living conditions** (20% of responses, 30 mentions) were highlighted as a significant barrier, with participants noting issues such as substandard accommodation and lack of essential resources in field locations. These challenges directly impact morale and operational effectiveness.

Addressing these gender-specific challenges will be instrumental in enhancing the duty of care, morale, and overall effectiveness of women deployed in field operations.

What are the security institution’s priorities to overcome these barriers and why?

The procurement of mobile ablutions is identified as a critical step in overcoming several of the obstacles faced by female peacekeepers. By providing gender-specific and private sanitary facilities, mobile units will address direct concerns related to the lack of privacy and inadequate sanitation facilities that female peacekeepers currently face. This improvement is essential not only for basic hygiene but also for ensuring dignity and safety, particularly in remote deployment locations where existing facilities are either insufficient or non-existent. This in turn enables women to deploy more frequently to remote areas, while ensuring the minimum duty of care is provided.

Part Three: Project Details and Rationale

Title of your Project [20-30 words]

Empowering uniformed women in the Field: Extending UNMISS Footprint for comprehensive protection of civilians

Project description and objectives (rationale): [800 – 1,000 words]

- Provide a summary of your proposed project.
- Why is this project being carried out?
- Briefly describe the key objectives, outcomes, outputs and activities⁵ (see the Results Framework table in Section 6) the project aims to achieve.
- For each activity, provide a narrative description that explains what the activity will involve.
- Outline the reasons you are applying for EIF funding – what is your organisation’s motivation?
- What activities are you currently undertaking to increase uniformed women’s meaningful participation in UN peacekeeping?
- How will this project support and contribute further to these ongoing activities?

⁵ Outcomes can be changes in institutional capacities, and may not be in direct control of the project implementing team

Summary: UNMISS is proposing a two-year pilot project aimed at advancing uniformed women’s participation in LDPs and COBs and TOBs⁶ through the enhancement of working and living conditions for uniformed women peacekeepers in these remote locations. Through the procurement of relocatable ablutions and ablution equipment for expeditionary operations, the project will identify and ensure that gender-specific provisions are met, thereby enhancing the duty of care for female peacekeepers, increasing their participation in remote missions, so that they can support mandated activities.

Rationale: UNMISS faces challenges to achieve uniformed women’s equal participation and full involvement desired in UNSCR 1325 and the Uniformed Gender Parity Strategy (UGPS) due to the low percentage of female peacekeepers and limited frequency at which they deploy outside of a UNMISS base. 72% of male peacekeepers report deploying on long duration patrols compared to 57% of female peacekeepers, however selected female peacekeepers reported completing more patrols and being away from base for longer periods.⁷ This suggests an unequal workload distribution between the female peacekeepers, resulting in a lack of respite for those female peacekeepers able or willing to deploy. Female peacekeepers currently account for 10.2% (1,534) of the uniformed elements of UNMISS, though not equally distributed across the roles. 30% of UNMO and 43% of UNPOL IUP (Individual Uniformed Personnel) are female, however only 7% of the troop contributing country contingents are female.

Increasing female peacekeepers’ participation in patrols is critical to enable UNMISS to engage with vulnerable populations, foster community relations, effectively and sensitively respond to crisis situations, and create conditions for enduring peace. The significant barriers to women peacekeepers’ participation in patrols that were highlighted in the 2023 survey included the absence of segregated accommodation on patrols, insufficient water supply for hydration and sanitary purposes, and inadequate ablution facilities on patrols and at remote sites. Female peacekeepers report reducing their food and water intake prior to and during patrols to minimize their ablution requirements when away from a base – which pose significant health-related risks for women.⁸ UNMISS can address the access to water and allocate segregated accommodations, but it lacks the resources to address the ablution issue on patrols and at remote sites.

The **primary objective** of this pilot project is to increase the participation of female uniformed peacekeepers by resourcing individuals with the equipment to safely conduct ablutions in expeditionary environments and through the provision of relocatable ablution facilities that can be deployed to remote areas where women peacekeepers are stationed. The project is intended to improve uniformed women peacekeepers’ working and living conditions within the Mission, thereby providing an enabling environment for women to safely and effectively contribute to UN field operations.

The project will focus on providing relocatable ablution facilities and ablution equipment in remote locations and involve the following key steps and sub-activities:

- **Procurement:** Standard procurement⁹ and project management processes will be applied, however the cross functional project management team will report to the Project Co-Leads (Force Commander and Police Commissioner) at identified points (procurement, delivery, training, in country transport, and installation). This allows the Project Co-Leads to reprioritize allocation of the relocatable ablutions where the operational situation has changed¹⁰.

Although TOBs are technically supposed to be for one month, UNMISS Force has established extended TOBs which exist for a longer period, sometimes even years. All infrastructure in these TOBs is semi-permanent in nature

⁷ UNMISS Elsie Ablution Project Survey, 2024. [Annex E](#)

⁸ UNMISS Elsie Survey, 2023 [Annex F](#)

⁹ A procurement plan is attached as [Annex M](#)

¹⁰ Resources would continue to be used by female peacekeepers at remote sites, however UNMISS may close and open additional temporary operating bases between the submission of this funding request and arrival of equipment. Equipment would be redirected to where it will have the greatest impact on improving ablution standards for female peacekeepers who are in remote areas and deploying on expeditionary patrols.

- **Allocation of mobile materials** to the Field Offices and COBs/TOBs for use by female peacekeepers. Allocation will be proportional to the number of females currently located on base, with a reserve held at JUBA as replacement stock or for when females are deployed to remote sites.¹¹
 - o 1000 'She Wee' to allow women peacekeepers to urinate quickly, discreetly while remaining within the patrol area¹²
 - o 200 portable toilets combined with a pop-up ensuite tent to construct a private space within the secure area for ablutions
 - o 200 Tented showers for LDP night locations with sufficient water in conjunction with pop-up ensuite tents
- Up to ten company and temporary operating bases will be identified to receive 10 relocatable ablution facilities¹³. Procurement, installation, and maintenance of these relocatable ablutions these 10 TOB/COBs¹⁴
- **Training and Awareness:** The Mission will conduct series of sensitizations and trainings on the EIF project, the use of materials, and the maintenance of materials for equipment installers and maintainers, users, commanders, planners, and Gender Advisors. The training aims, in particular, to raise awareness among T/PCCs and encourage them to deploy more women to these remote locations. The trainers will Gender Focal Points in various locations. They will need an initial Training of Trainers (ToT) which shall be provided by the Project management team.
- **Monitoring and Evaluation:** As this project is a pilot, monitoring and evaluation aspects will be instrumental in understanding the contributions of ablutions and gender-sensitive equipment to increasing women's participation in patrols and enhancing their working/living conditions. A comprehensive monitoring and evaluation plan will be implemented, which will include a baseline assessment at the start of the project, a midline assessment one year following implementation, an endline assessment following the completion of the project. This plan will include monitoring the perspectives of users (female peacekeepers), commanders and planners (to understand if the project has shifted the willingness to deploy female peacekeepers fully and equally), and gender ratio on different types of patrols. These assessments will contribute to the development of emerging practices and lessons to build the knowledge base of what works/doesn't work to advance women's meaningful participation in Mission environments. Significant input from the EIF Secretariat will be sought at each stage of monitoring and evaluation to ensure the development of a comprehensive report that effectively measures the project's impact.
- **Strategic communications:** Regular updates and success stories will be shared through existing internal e-newsletters, briefings, and dedicated UNMISS Woman Peacekeeper communication channels, showcasing the positive impact and operational contributions of female peacekeepers. Strategic communications section will be engaged as required, to update key messages and assist with developing media releases/newsletters/briefings. TCC/PCC will be included as stakeholders throughout, but notably so for the linking of UNMISS success stories directly with home countries.

The UNMISS is committed to increasing the meaningful deployment of women in peace operations, recognizing their critical role in achieving mission mandates. By securing this funding, the Mission aims to:

- Fulfil the Operational Mandate: Ensure that the deployment conditions for female peacekeepers are improved, enabling them to contribute effectively to the mission's objectives.
- Promote Gender Equality: Demonstrate a commitment to gender equality by addressing specific needs and creating an enabling environment for female peacekeepers.

¹¹ The Manual on Policies and Procedures concerning the Reimbursement and Control of Contingent-Owned Equipment of Troop/Police Contributors Participating in Field Missions outlines the responsibilities of T/PCCs for self-sustainment. However, mobile materials especially for Female Uniformed Peacekeepers are not part of Contingent-owned equipment.

¹² Please see [Annex L](#) for details about these equipment products.

¹³ Troop contributing countries are not resourced or funded for separate ablutions for females, they are resourced based on the total number of troops. One toilet or shower for every ten individuals. Where there are less than ten females at or likely to be stationed at that site, then there will not be a separate ablution facility for females. Company operating bases and temporary operating bases that have been in place for more than 30 days are to be supported by Mission Support Division, however the fiscal situation facing the UN is impacting on the establishment of new sites and the maintenance of current locations. Thus there are COBs as named in the Annex G that do not have female ablutions.

¹⁴ Please see Annex G for TOB and COB location.

- Leverage and innovate with existing capacities: Utilize existing expertise within UNMISS, as well as the UN DPO – DPPA Department of Operational Support to identify and implement sustainable solutions that can be replicated in other missions and contexts.
- Achieve Long-Term Impact: Create lasting improvements in the operational conditions for female peacekeepers, contributing to the overall effectiveness and success of peacekeeping missions.

What activities are you currently undertaking to increase uniformed women’s meaningful participation in UN peacekeeping?

- UNMISS has established a robust system of networks to support uniformed women across the Mission, fostering collaboration, mentorship, and advocacy. The Pilot Uniformed Women’s Network, launched in November 2023, connects uniformed women from all components and locations, enabling them to share experiences, identify challenges, and provide feedback on operational needs. Similarly, the UNPOL Gender Network and the Force Gender Network provide platforms for collaboration and engagement among police and military personnel, supporting professional development and addressing gender-related issues.
- These networks are uniquely positioned to support the proposed gender-specific procurement project by identifying needs, gathering user feedback, and ensuring that procured materials address the real challenges faced by uniformed women in remote deployments. Through their established communication channels and trusted relationships, the networks will also play a critical role in disseminating materials and building capacity, creating a feedback loop that refines implementation based on field realities. Together, these networks provide an integrated mechanism to advance gender-responsive solutions and enhance the enabling environment for uniformed women in UNMISS. The Force Commander has recently established a Force Gender and Protection Team which includes the Force Gender Advisor, Deputy Force Gender Advisor who is also placed in the Force Commander’s front office, PSEA, CRSV and CP Advisors and a Sexual Harassment Advisor, responsible for interacting, monitoring and liaising with Conduct and Discipline Team (CDT) on incident reports. This Force Gender and Protection Team heads the Force Gender Network throughout the Mission area.
- In the same breadth, UNPOL has a Gender Adviser under the Capacity Building and Development Pillar who leads the Gender, Children, Vulnerable Persons Protection (GCVPP) Unit at MHQ. UNPOL also established GCVPP Focal Persons in all the 10 field offices who constantly liaises with the Gender Adviser on matters relating to child protection; women, peace and security; SGBV, among others. This is usually done through weekly reports that are sent from field offices to MHQ. Moreso, a focal person on women peace and security was established in the office of the Police Commissioner to coordinate on matters relating to women empowerment in the mission. The Force has a Gender Network composed of all gender focal points across the force, as well as Field Specific networks, including the Military Liaison Officers (MLOs), aimed at connecting and supporting uniformed women. This network meets on monthly basis to update the Force Commander on progress of gender related tasks, including PSEA, CRSV, Sexual Harassment, and Elsie.
- The UNPOL has Women Police Network composed of all UNPOL female officers. The Network is led by the Gender Adviser under the Capacity Building and Development Pillar, MHQ who is also the Pilot Network Focal Point. UNPOL also established Women Network Focal Points in all the 10 field offices since the inception of the Pilot Network for Uniformed Peacekeepers in 2023. Generally, Women Networks in Field Offices meet monthly to discuss matters affecting them as well as come up with initiatives that they can implement to assist women in South Sudan. As UNMISS is dispersed across 27 locations, the activities listed above provide the means to connect across the siloed operations that currently exist. They enable female peacekeepers to interact across units, trades, locations, and roles without waiting for the UNMISS hierarchical structure to share information.
- Force HQ in conjunction with UNPOL MHQ also conducted an equipment expo to increase the awareness of what equipment is available and held by uniformed females from different countries, and it also sought to share knowledge on the different levels of training provided before deployment. It is acknowledged that such an expo could be perceived as having potential to create animosity when people see the varying standards of equipment and training provided, however it is already clear to deployed staff that there are widely different standards depending on your country of origin. This expo was designed to showcase how some equipment can be designed or purchased off-the-

shelf to enable female peacekeepers to patrol effectively and safely without being a burden to the patrol. It was aimed at receiving feedback on the ablutions displayed and the accepted varieties can be counted as the basis for further procurement.¹⁵

- Further to this, the project team conducted a survey of Uniformed Peacekeepers with a view to understanding the challenges faced when deploying to remote sites and on patrols.¹⁶ The project is leveraging the existing networks to disseminate and garner support from respondents to the survey.

Linkages with national security sector reform (SSR) and governance: [350 - 400 words]

- *How is this project aligned with institutional action plans or gender policies, legal commitments or a national action plan on Women, Peace, and Security?*
- *How will this project and its projected outcomes link into, and support national security sector policies?*
- *What partnerships will the project involve? I.e., Civil Society Organisations (CSO); Research Institutions; Ministries, UN Organisations?*

The strategic goals in the South Sudan's National Action Plan on Women, Peace and Security (2015-2020)¹⁷ are to:

1. Increase women's effective participation in leadership and peacebuilding and strengthen gender perspectives in South Sudan's state building and reconstruction processes.
2. Support security sector reforms and professionalise security sector institutions to enable them to implement UNSCR 1325
3. Strengthen efforts to prevent and protect women and girls against any form of sexual and gender-based violence in all parts of South Sudan.

While this project is not aligned to the national security sector reform, nor is it intended to directly contribute to national security sector policies, there will however be indirect benefits to the national security sector and existing national action plans on Women, Peace, and Security. Increasing the number and visibility of women peacekeepers opens dialogue with a significant portion of the population that has been under-represented in resolving the security and humanitarian crisis that faces South Sudanese people. Promoting the participation of uniformed women peacekeepers in remote locations can help strengthen efforts to protect women and girls and they can serve as role models in promoting women's leadership in peace and security discussions.

Part Four: Project Implementation Strategy

Implementing Strategy [1200 – 1500 words]

This section should describe how you will implement the project and how it will achieve the overall results. You should also identify any unintended consequences that may result from the project and identify measures to mitigate against them.

- *What are the barriers or issues that your project is designed to address - what are the underlying or root causes of these issues?*
- *How will the proposed activities address these barriers?*
- *Describe how the activities will contribute to changes towards achieving gender equality within the security institution.*

What changes do you expect to see following the implementation of the project and its activities?

UNMISS has long acknowledged the important but low participation of uniformed women in peacekeeping. Recognizing this, the Mission developed the UNMISS Gender Parity Strategy (2018), a four-pillar approach aimed at increasing participation and retention through improved duty of care and promoting career progression for UNMISS personnel. This strategy focuses on creating a supportive and equitable environment that addresses the unique challenges faced by female peacekeepers.

¹⁵ Expo result attached as [Annex H](#)

¹⁶ See survey results in [Annex F](#)

¹⁷South Sudan National Action Plan (2015-2020) on Women, Peace and Security, available at:

https://www.undp.org/sites/g/files/zskgke326/files/migration/ss/DLD372-1325-Infosheet_FA5.pdf

Since the UNMISS Gender Parity Strategy was first developed, the Mission has made significant progress, increasing female participation rates from 3.6% in 2017 to 8.5% in 2024 for the Force, and from 16.5% in 2017 to 30% in 2024 for UNPOL.¹⁸ In 2023, in line with the updated 22/24 Gender Parity Action Plan, the Gender Parity Task Force prioritized retention and duty of care, so as to assure and empower women to deploy widely across UNMISS, where their presence and contributions are essential for effective peacekeeping and POC coverage.

Empowering female peacekeepers to participate more actively and productively in patrols and deployments requires a gender and culturally conscious approach to operational planning to ensure mission mandate is achieved, the resourcing of personnel, the patrols, as well as the variety of permanent and temporary bases. Short Distance Patrols (SDPs) range from 06 to 08 hours, while Long Distance Patrols (LDPs) extend overnight or over multiple nights, and personnel can be based at TOBs for up to 30 days before being rotated. Planned halt locations rarely have adequate ablution facilities, and the environment in South Sudan often lacks sufficient vegetation to provide privacy for females needing to use the toilet. The security situation also prevents females from moving to areas that would allow sufficient privacy, requiring them to remain close to the patrol. The equipment worn by peacekeepers further restricts females' ability to use the toilet quickly and safely, as personal protective equipment (PPE) is cumbersome to remove and put on, especially in wet weather conditions.

Temporary Operating Bases (TOB), which constitute a critical and essential operational resource to extend the Mission's POC Footprint, currently lack ablution facilities that accommodate multiple genders. Existing facilities often cannot be secured from the inside, do not have full-height doors, and are typically positioned near male accommodation and workspaces. This project aims to address these barriers through the provision of personal issue items and patrol equipment, additional ablutions for bases, and training for commanders, patrol members, and users.

While UNMISS recognizes the crucial role that uniformed women play in protecting civilians, female peacekeepers constitute 10% of UNMISS's uniformed element. The participation of female uniformed peacekeepers in patrols remains lower than males –72% of male peacekeepers report deploying on long duration patrols compared to 57% of female peacekeepers, however selected female peacekeepers reported completing more patrols and being away from base for longer periods. For female peacekeepers who have participated on LDPs, 67% report average duration of more than 4 nights, compared with only 5% of males. As of August 2024, over 50% of female peacekeepers are based in the three JUBA locations and there are no female peacekeepers at 13 of the UNMISS locations, notably these are the most remote locations.¹⁹ This often leads to uniformed women being overextended and overburdened. In addition to their mandated roles, women frequently serve as focal points for all gender mainstreaming considerations, and they are expected to fill gaps in missions where female presence is lacking. The absence of gender-conscious materials and infrastructure, particularly in remote locations, adds to the stress and stigma faced by uniformed women, exacerbating their already demanding responsibilities. Over prolonged periods, this can be detrimental to their mental and physical health, impacting their overall effectiveness and well-being.

Addressing these issues through targeted improvements in facilities and support is essential for sustaining the contributions of female peacekeepers and ensuring their health and safety. It is for this reason that the Mission hopes to implement the following:

Personal Issue Items and Patrol Equipment: (See Annex L for more details)

- **The 'She wee'** or similar product will allow females to urinate quickly, discreetly, and without having to disrobe or seek out/construct privacy screens, while remaining within the area secured by the patrol. 1000 numbers will be procured through this project.
- **A portable toilet** (e.g., camping toilet) combined with a pop-up ensuite tent will enable females to construct a private space within the secure area for ablutions. This allows for discreet and sanitary disposal of human waste and used sanitary products. 200 numbers will be procured

¹⁸ UNMISS Ablution Survey, August 2024. [Annex E](#)

¹⁹ UNMISS Ablution Survey August 2024 [Annex E](#)

- **Tented showers:** For LDP night locations with sufficient water, used in conjunction with the **pop-up ensuite tent** will enhance hygiene and comfort. 200 numbers will be procured.

Ablutions for Remote Locations - Company Operating Bases (Static) and Temporary Operating Bases: Full-height, lockable, single-person stalls will ensure user safety and privacy. These will be positioned near female accommodation areas and will be relocatable to provide flexibility as mission hotspots change. 10 numbers will be procured and installed. (See Annex G for more details).

Training Packages: Training will cover the use of the new equipment, the importance of female peacekeepers on patrols, and dispelling myths about the unsuitability of remote locations for women. This will include how female peacekeepers contribute to the mission mandate. This training will be aimed at TCC/PCC commanders who tend to be male, Sector/Force HQ/UNPOL Staff Officers responsible for planning patrols, but also at the female peacekeepers themselves to build their confidence with the new resourcing. After upskilling those TCC/PCC commanders, staff officers, and female peacekeepers already in mission, the intent is to move the training to induction periods.

Strategic Communication: To ensure targeted and strategic communication to internal and external audiences, the project will leverage UNMISS' digital and social media platforms, Radio Miraya network and other communication channels to disseminate information about the impact of the project and highlight the deployment of uniformed women to strategic locations. Regular updates and success stories will be shared through UNMISS Facebook, X, and website, UN Peacekeeping social media accounts, UN-wide video and photo platforms, iSeek, internal newsletters, and briefings showcasing the positive impact and operational contributions of female peacekeepers. The initiative shall also be covered by the TCC/PCCs of Individual Uniformed Women in the Mission as a success story. This initiative aims to demonstrate the commitment to increasing and enhancing the participation of women in peacekeeping, proactively promote their impact on those we serve, and change the perspective of uniformed components, combatting stigmas and misperceptions, and reinforcing the message that uniformed women are vital to operational effectiveness and mission success.

Describe how the activities will contribute to changes towards achieving gender equality within the security institution.
Following the implementation of the project, the Mission expects to see several changes within the security institution. The main anticipated change will be the increase in the number of female peacekeepers willing and able to participate in patrols and deployments to remote locations – which can contribute to enhancing peacekeeping missions' effectiveness through engaging with local communities and addressing gender-specific issues. This proposed project will also contribute to creating a conducive environment for female peacekeepers in remote locations, thereby enhancing their working and living conditions within the Mission. It will encourage more female peacekeepers to participate in operations and result in TPCCs deploying more uniformed women in active operational roles, and reducing their employment in static, administrative roles. This is likely to help boost morale for uniformed women, while in parallel challenging socially entrenched perceptions that women cannot meaningfully participate in strategic and operational activities.

This increased visibility and emphasis on operational and strategic deployments, underlines leadership's commitment to meaningful participation of uniformed women, thereby contributing to changing or reframing the minds and attitudes of uniformed personnel in the locations deployed. This is likely to drive home the message that deployment of uniformed women in peacekeeping yields the most effective results, highlighting the need to deploy more women as part of contingents.

What changes do you expect to see following the implementation of the project and its activities?

In the short term, UNMISS anticipate an increase in the deployment of women to remote locations from 25% to 50%²⁰, as the provision of gender-specific facilities and targeted support will address immediate barriers to their participation. This can contribute to greater inclusion of female peacekeepers in critical mission operations. In the long term, the Mission expects to see a shift in mindsets within the security institution, with improved morale among female personnel as they experience better support and recognition. Additionally, the project will contribute to enhanced mission and operational planning

²⁰ Based on Baseline Assessment. Details attached as [Annex G](#)

including logistical and gender considerations, ensuring that the needs of female peacekeepers are systematically considered in operational mandated tasks and strategies.

Innovation [400 – 500 words]

- Describe how the proposed activities are innovative within your security institution.
- What is new or different in your proposed approach that has not previously been applied in your security institution?

Since establishing the UN Secretariat-wide Gender Parity Strategy and the Uniformed Gender Parity Strategy, peacekeeping operations have sought innovative ways to increase the participation of uniformed women in peacekeeping. While UNMISS, along with many other missions, has made significant progress in increasing women's participation, achieving numerical targets is just one aspect of meaningful integration for uniformed women. The IPI study conducted in 2020 underlines that to truly leverage and maximize the potential of uniformed women, the UN and member states need to consider transformative possibilities that challenge traditional assumptions and norms. Notably, the study emphasizes that "this requires grounding integration strategies in evidence, transforming missions to improve the experiences of women peacekeepers, and implementing a gendered approach to community engagement and protection." (IPI, 2020).

This innovative approach encourages the Mission to look beyond mere participation numbers and recognize uniformed women as critical actors in all mandated tasks including Protection of Civilian (POC) tasks, essential for fulfilling the mission mandate. It emphasizes that meaningful participation not only creates an enabling environment and improves morale among women but also enhances duty of care and supports career progression, aligning with the strategic priorities of the Mission.

This project aims to maximize and leverage all existing tools at the Mission's disposal, including the UNMISS Gender Parity and Uniformed Gender Parity Strategies, and the newly established pilot uniformed network. The project will be fully owned by UNMISS, with uniformed female personnel utilizing their current capacity and knowledge with the help of the procured items which will increase their participation in operations, while simultaneously enhancing their skills through targeted training programs. This comprehensive approach ensures immediate and sustainable improvements in gender integration and operational effectiveness.

UNMISS recognizes the need for a more comprehensive and dynamic approach to the physical protection of civilians (POC). While established methods like SDP, LDP, TOB, and Company Operations Base (COB) remain valuable, UNMISS seeks a more proactive strategy. Traditionally, peacekeeping forces have primarily responded to violence after it occurs. This project aides in disrupting this reactive model and prioritizes proactive deployment of female peacekeepers to prevent violence before it erupts.²¹

It proposes a proactive strategy that prioritizes the deployment of female peacekeepers based on an analysis of the country's political landscape and geographical needs. By doing so, women peacekeepers will be strategically positioned to engage more widely within the communities to help prevent violence before it erupts, fostering a more secure environment, especially for vulnerable populations. This strategy integrates mission planning with the country's political context and geographical needs, importantly prioritizing the deployment of female peacekeepers.²²

What makes this project different is that we are taking a gender and culturally conscious approach to equipment needed for female peacekeepers to have the freedom to operate with the same safety and security as their male counterparts. The equipment will support expeditionary operations – it will be light, small, multi-functional, and water efficient. Female

²¹ PTCC Concept Note attached as [Annex J](#)

²² The Project aims at Empowering uniformed women in field. The implementation shall help more uniformed women to directly participate in mandate delivery- by engagement with key leaders in all field locations, local women's organizations and have effective presence and contribution in sensitive operations of the mission. This shall become more important and relevant in situations of crisis and increasing conflict in various parts of the country. From the situation in the past few months, it is evident that clashes and conflict take place more in far and forward areas, rather than larger population clusters where permanent compounds of UN are located. Thus the project serves the purpose of positioning more uniformed women in volatile locations, where they are needed.

peacekeepers will be able to deploy these items rapidly during short halts without the assistance of others and whilst remaining within the secure perimeter. The different cultural considerations within the UN forces are also factored into the equipment identified. Whilst some female peacekeepers will be comfortable using 'She Wee', others will need the ensuite tent to provide privacy when abluting. A short description of the proposed items is given below:

- (a) The SheWee: a flexible device for female ablution without removing clothing while on the move on Patrols
- (b) The Pop-up Suite: a 2.8 kg Pop up tent to be used as a changing room or shower tent.
- (c) Pocket Shower 10 Liter: a small shower bag that can be attached in the Pop-up Suite, with an easy-to-use on/off mechanism. Can be folded into a small pouch.
- (d) Portable Toilet: A 1.5 kg bucket shaped toilet lined with disposable bags for clean and no-nonsense disposal of waste and easy to travel with.
- (e) Semi-permanent Ablutions: 10 Ablution cubicles which are easy to install, dismantle and re-install are proposed in 10 COBs/TOBs for Female peacekeepers.

Further to this UNMISS Force and UNPOL will conduct training sessions aimed at female peacekeepers as well as Commanders, to increase the awareness of how to employ the equipment and to break the perception that females cannot effectively and safely be employed on patrols and at remote sites. The equipment will help female peacekeepers deploy for longer durations, concentrate on their primary task as UNMOs and UNPOL and not worry about hygiene factors while on operations.

As the number of females deployed within the mission remains low, UNMISS needs to remain flexible as to how and where it will employ female peacekeepers to achieve the mandate. This project aims to purchase relocatable ablution blocks that can be deployed to their initial sites and then moved to subsequent remote sites, to resource female peacekeepers when they have been moved to support changes in the operational situation. This is a cost effective and resource efficient model.

We are not changing the standard expected of UN Peacekeepers. The key innovation of this project is to resource female peacekeepers with equipment that enables them to meet the standard and tasks expected of them within the unique operational and security environment of South Sudan. A gender and culturally conscious approach to resourcing troops, rather than the 'one size fits all' methodology.

Sustainability [500 – 600 words]

Explain concretely, the actions your security institution will take to ensure that the project outcomes and activities that are implemented through this project, will continue to be supported and realised in the medium to long term - beyond the project's implementation, duration, and funding.

To ensure the project's long-term viability, a comprehensive asset management plan will be implemented. This plan will focus on the following key areas:

Physical Asset Maintenance:

1. Regular inspections and preventative maintenance schedules will be established for all provided structures and equipment. This will be documented and monitored to ensure adherence.
2. Inventory management: Training on the use of the established inventory system for tracking and reporting on assets.
3. Record-keeping: Instruction on maintaining accurate records related to maintenance activities, repairs, and asset condition.

Accountability Mechanisms:

1. A formal inventory system will be established to track all project-funded assets. This will include clear ownership designation for each item assigned to specific units.

2. Performance agreements will be established with recipient units outlining their responsibilities for proper asset utilization and maintenance. These agreements will include consequences for neglect or misuse. Recurring expenses shall be regularised with Accommodation Management Unit (AMU)/Mission Support Division (MSD)/User Units based on responsibility shared.
3. Regular audits will be conducted to verify the condition and proper use of the provided assets.

Capacity Building and Training:

1. Technical training: Hands-on instruction on the proper operation, care, and basic maintenance of the provided facilities and equipment.
2. Training programs on basic maintenance procedures specific to the provided assets will be conducted for relevant personnel within the recipient units. This will empower them to address minor issues and extend the lifespan of the equipment. The trainings will be developed by Force and UNPOL Gender Teams in conjunction with the Training Sections of both Components. They shall be conducted for all Uniformed Female IUPs in respective field offices and team sites.

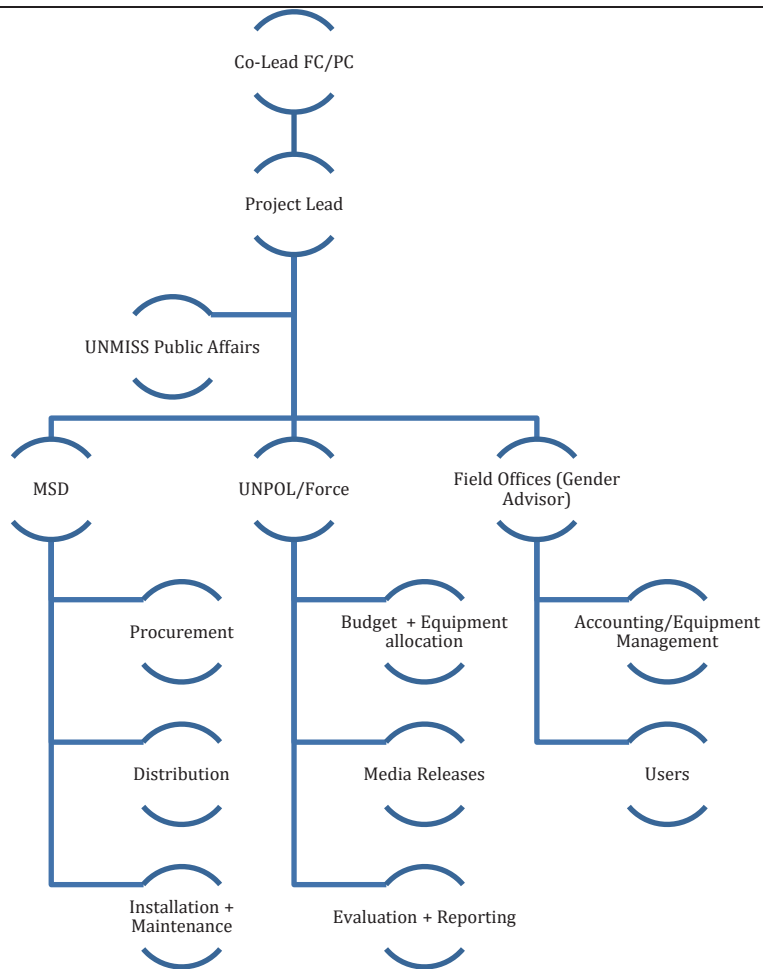
Equipment and Policy Review:

1. The Force and UNPOL will review the Contingent Owned Equipment (COE) scales with OMA and TCC/PCCs to ensure deployed equipment supports female personnel and qualifies for appropriate reimbursement.
2. These COE reviews will begin six months after EIF ablution equipment is provided, encouraging TCCs/PCCs to make relevant changes at the national level.
3. Evidence from the pilot will be used to inform policy briefs and promote institutional change within the UN and Member States.

Project Management, Oversight and Coordination

This project will be guided by a management structure designed to ensure efficient implementation, transparent communication, and successful achievement of its objectives.

This project will be managed by a cross functional project management team within UNMISS, co-lead by Police Commissioner and Force Commander:



Within UNMISS this project will be championed by the Police Commissioner and Force Commander, who will provide consistent direction to the project team on location priorities and changes to resource allocation resulting from the current operational situation and desired operational disposition.

The Project Lead will coordinate across MSD, UNPOL and Force Gender Teams, and the Gender Advisors in field locations. Their responsibility will be to ensure project remains on time and meets intended outcomes, which must be done through close collaboration across the various UNMISS functional areas.

MSD, given their existing role, structures, and responsibility are uniquely positioned to advise and facilitate the procurement, distribution, Installation, and maintenance of project purchases. It is assessed that the limited resources being purchased will be manageable within existing staff numbers at MSD, however additional training on installation and maintenance will be required and this must be factored into the project costs. MSD fulfill a key role in this project bringing organizational knowledge that is not held by UNPOL and Force staff who rotate annually. In particular, MSD brings crucial project management knowledge, awareness of the environment and challenges of distributing, installing, and maintaining installations in country, and they manage the supply chain for UNMISS.

UNPOL and Force EIF leads will oversee the budget and the allocation of equipment to enable it to remain within budget. They will also be responsible for working in conjunction with UNMISS Public Affairs on media releases. Once the equipment has been installed/issued and is being used by individuals, UNPOL and Force Elsie leads will liaise with users and project management to assess customer satisfaction levels and report on project achievements.

Gender Advisors within the field sites will be responsible for coordinating with MSD on the accounting and equipment management of items distributed to their sites, and for liaising with users for the uplift and use of items on patrols.

This project will be staffed by existing personnel, with no new recruitment occurring. However, it will be important to ensure personnel selected to fill roles have the required project management and technical knowledge. MSD personnel have already been recruited to fulfill their specific job functions, and it is assessed that the UN HR process will have recruited against the required standard for their roles. UNPOL and Force will select personnel for this project who have skills in project execution, budget and time management, project reporting, narrative writing, communication, monitoring, evaluation, and gender and cultural specialists. Individuals in these appointments shall be rotated but the selection shall be done from those sections of the components who have personnel of this skill set at all times. Eg Logistics sections. Thus the continuity shall be ensured by handing over the project management in addition to all other tasks.

UNPOL and Force will also be expected to provide experts in patrolling and expeditionary operations. The lead in the M&E shall be MSD as they shall also be the procuring agency. At the same time they shall be supported by the Logistics and Budgets (U4 and U5) sections of Force and UNPOL. The Project Focal Points shall remain the same as the ones at the Proposal stage for Mission, Force and UNPOL for ease of doing business. For instance, the Gender Advisory Team which is preparing the proposal and the focal points from MSD and Mission HQ who are assisting and reviewing it shall be Focal Points in the Project Management Team during the execution of the Project.

Project monitoring, reporting and data management. [600 – 800 words]

Noting the EIF's project reporting, monitoring and evaluation requirements described in Part 11 below, describe your approach to project monitoring, reporting and data collection and storage.

- *What is the monitoring and evaluation plan for the project?*
- *What steps will you take to keep track of your project's progress?*
- *What kind of data will you collect to show the contribution and results of your project?*
- *Describe where and how you will keep all the information and data related to your project.*
- *How will you make sure that your project reporting aligns with the Elsie Initiative Fund's requirements?*

How do you plan to use the information you collect to improve your project and foster learning and the development of good practices (what works / what doesn't work)?

Monitoring and Evaluation Plan:

At the onset of the project, UNMISS will develop a comprehensive baseline assessment to establish a foundation for measuring progress. This baseline survey will identify existing material resources at HQ, Field Offices, and TOBs, as well as current deployment figures, patrolling rates, and the overall satisfaction levels of uniformed personnel deploying to remote locations. **The Baseline survey shall also include specific inputs and requirements from EIF Secretariat.** By setting this baseline, the Mission will be able to track changes and measure the impact of the project effectively.

Currently, a Baseline Assessment has been developed based on the inputs of all Field offices, COBs and TOBs. For setting targets and at the proposal stage, this baseline may be referred as it shows the most realistic details of requirements.

Steps to Track Progress:

Patrolling:

Following the implementation of the project, a multifaceted monitoring approach will be employed to ensure continuous assessment and improvement. The Mission will allocate materials strategically to specific Field Offices to support both Short Distance Patrols (SDPs) and Long-Distance Patrols (LDPs). This strategic allocation will be monitored using separate tools tailored to each aspect of the deployment.

The Mission will conduct a baseline report, and - if feasible, with the procurement timeline- a mid-line assessment, to evaluate interim progress. This mid-line assessment will examine both the increase in women's participation in patrols and

improvements in satisfaction levels with ablution facilities at static locations and comfort levels with abluting on patrols, plus identify any modifications necessary for the project. An endline assessment will be conducted to provide a comprehensive evaluation of the project's impact.

Company/Temporary Operating Bases (TOBs):

In COB/ TOBs, a baseline assessment was conducted to evaluate the existing state and infrastructure before the installation of fixed assets and identify existing gaps and needs. ²³At the onset of the project, a more comprehensive baseline assessment will follow. A report at mid-term (6 months) and at the end of the project will also be developed.

Data Collection Evaluation Tools:

The following tools will be used for the purposes of data collection:

- Survey tools
 - o Uniformed Women’s Satisfaction Survey by Force and UNPOL Gender Teams: This survey will measure the satisfaction levels of female peacekeepers with the new materials provided for patrolling, offering insights into their usability and effectiveness. Pre project Survey shall be conducted.
 - o Exit Survey by Force and UNPOL Personnel Sections: The UNMISS Exit Survey is an existing resource, currently provided to all IUPs to measure the degree of satisfaction during their time in mission.
 - o Training evaluations/surveys by Force and UNPOL Training and Evaluation Sections monitored by respective Gender Teams: Evaluations will be provided following any training or sensitization activities to ensure understanding and gather feedback.
- Qualitative Tools:
 - o Focus Group Discussions: FGDs between Force and UNPOL Uniformed Women will be held in the Field Offices where materials are deployed. These discussions will provide qualitative insights into the contributions of the materials, challenges, barriers, and progress. Outcomes of a series of FGDs conducted in November 2024 are attached.²⁴
 - o Key informant interviews: for the endline assessment, the UNMISS EIF Project Focal Point will conduct KIIs with relevant Mission leadership (FC, FCOS, PC, PCOS, Sector Commanders and Sector Commissioners), relevant stakeholders etc, to gather qualitative feedback.
- Operational Data Collection
 - o Patrol Reports: The EIF Project team will ensure that the appropriate questions are incorporated into Field Office Patrol Reports. These reports provide insights into who participates in patrols, the nature of the activity, observations and engagements during patrols. They will provide collective feedback on progress and suggest areas for improvement.
 - o Patrol Planning tool: This is a new integrated tool, currently under development, that will support in monitoring the frequency of patrols.
- Compliance and Oversight
 - o [TOB Specific] PSEA Compliance Audits - quality service checks Serviceability reports
 - o Quarterly reporting and feedback session with EIF Secretariat and all Stakeholders. The Force and UNPOL Gender Teams and Mission Support Division shall be responsible for the reporting and feedback. A compiled report as per the EIF Template shall be submitted on a quarterly basis.

Additional resources will include the UNMISS Pilot Uniformed Women’s Network, which is a network composed of uniformed women across the Mission-components and Field Offices and established as an information sharing tool to better enhance the experience of uniformed women in UNMISS.

Data Management and Storage: All information and data related to the project will be securely stored in a centralized digital repository managed by UNMISS on the Mission's secure servers. This repository will include storage spaces for the baseline

²³ Baseline Assessment: List of COBs/TOBs [Annex G](#)

²⁴ Summary of Key Challenges and Barriers Identified by Uniformed Women in FGDs [Annex K](#)

assessments, survey responses, patrol reports, focus group discussion records, and key informant interview transcripts, all organized in a clear, hierarchical structure for easy access and retrieval.

Access to the repository will be strictly controlled, with only authorized personnel such as data analysts, monitoring and evaluation officers, and senior project managers granted access via multi-factor authentication and secure login credentials. Regular automated backups will be conducted to prevent data loss, and the system will adhere to UN data protection policies and international standards for data security and privacy. Data sharing with stakeholders will ensure anonymization to protect personal information, and continuous monitoring and regular audits will maintain compliance and identify areas for improvement. This robust data management system will support efficient monitoring, evaluation, and reporting, contributing to the project's overall success and sustainability.

EIF Alignment:

The UNMISS EIF project directly aligns with the fourth strategic EIF Outcome. The EIF Theory of Change/log frame specifies "improved working and/or living conditions for uniformed personnel in PKOs (Outcome 4)." This outcome is further defined by three key outputs:

1. In-mission pilot projects to improve the workplace safety of deployed uniformed women peacekeepers are undertaken.
2. In-mission pilot projects testing equipment or infrastructure to diminish barriers to uniformed peacekeepers' full participation in mission tasks are conducted.
3. Pilot projects aimed at addressing gender-related deployment challenges are undertaken.

Through various reporting and evaluation tools, the Mission will gather information that aligns with these strategic outcomes and outputs. **These reporting and evaluation tools shall be developed based on guidelines, inputs and requirements given by the EIF Secretariat, throughout the project.** This will provide evidence for EIF Secretariat-level evaluations and help identify lessons and good practices for future projects for EIF and UN partners.

What partnerships will the project involve? I.e., Civil Society Organisations (CSO); Research Institutions; Ministries, UN Organisations? [300 – 400 words]

- *What partnerships already exist to support your organization to increase uniformed women's meaningful participation in UN peacekeeping?*
- *What additional/new partnerships will this project involve?*
- *How does your security organization propose to continue to build and sustain these partnerships even after this project ends?*

The Mission will not establish external partnerships for this project; instead, it will leverage the existing capacities and expertise across its civilian, police, and military components in various locations and sites. This integrated approach ensures that all aspects of the Mission are involved in the project's implementation, fostering a cohesive and collaborative environment. By utilizing the diverse skill sets and resources within the Mission, we can efficiently address the unique challenges faced by uniformed women in peacekeeping roles.

A critical tool and partnership in this effort will be the UNMISS Pilot Uniformed Women's Network, established in 2023 through a joint initiative between UNMISS and the Department of Peace Operations (DPO). This network will facilitate strategic and comprehensive information sharing among uniformed women and connect them with HQ experts when needed. Additionally, the Mission will collaborate with the UN Department of Operational Support's (DOS) Elsie Team to identify and test cost-effective and innovative materials for use during the project. This collaboration will ensure that the solutions implemented are practical, efficient, and aligned with the strategic goals of the Mission. Finally, when needed, the Mission will work closely and liaise with DOS, and with OMA and UNPOL in DPO HQ when required for any additional support required.

Part Five: Gender Strong Unit Premium (complete only if applying for a GSU Premium) – not applicable

Part Six: Project Results Framework

EIF Primary Outcome: Accelerate the pace of change towards the meaningful participation of uniformed women in UN peace operations			
Description	Indicator	Baseline Data	Target
Increased number of uniformed women deployed to UN peace operations	Number and percentage (%) of deployed uniformed women peacekeepers in United Nations peace operations (disaggregated by MIL and POL category) during the year at project commencement, at project completion, and two years after project completion	Force 2025 (Year at project commencement) Overall: 19 and 25% [UNMOs] 51 and 5.15% [Female Troops in Contingents] UNPOL: 52 and 24% (IPOs) 46 and 23.29% (FPU)	Force By 2026 (project completion) Overall: 30 and 40% [UNMO] 70 and 7% [Contingent troops] UNPOL 86# and 40% (UNPOL: IPOs) 79# and 40% (UNPOL: FPU)
			COBs/TOBs: 06 and 7.8% UNMOs 51 and 5% Contingent troops 20 and 9% UNPOL

Please complete the following Results Framework²⁵ table and use Appendix A of the explainer to include EIF standard indicators.

EIF Outcome 4: Improved working/living conditions for uniformed women peacekeepers in UN missions						
Barrier	Objective	Activity	Output(s)	Indicator/s	Baseline	Target
Availability and suitability of ablutions for female peacekeepers at	Resource remote sites with gender and culturally conscious	Procure, transport, and install 1 Semi Permanent Ablution facilities for each of the following 10	10 Semi- Permanent Ablution facilities in remote sites.	Number of facilities and equipment, disaggregated by type and location.:	2025 01 common Ablution facility each in only 3 out of 10 locations	10 Semi Permanent Ablutions in 10 COBs 2026: 20 (26%) UNMOs 80 (8%) TCC

²⁵ **BARRIER or ISSUE:** Describe in priority order, the barriers identified in the barrier assessment report, that are impacting uniformed women’s participation in peace operations, that the project aims to address.

OBJECTIVE: What is the objective of the proposed activity - describe what is needed to address or remove the barrier.

KEY ACTIVITIES: Describe the key activities that will be undertaken under each output mentioned above. Several activities will contribute to the achievement of one output.

INDICATORS: An indicator is a statement, either qualitative or quantitative, related to some aspect of the outcome, and allows you to directly measure towards achieving the outcome. It must be specific, measurable, achievable, relevant and time-bound (SMART).

BASELINE: This is the current value of the indicator before starting project and activity implementation

OUTPUT(s). Describe what tangible product(s), deliverable(s) or service(s) will be produced as a result of completing a project activity. For example, a gender policy development activity will result in 1 gender policy as the output.

TARGET: These are measurable products generated by the key activities (i.e. 20 women soldiers trained to be patrol commanders, 30 senior military commanders trained on the importance of women’s inclusion across all aspects of military leadership, planning and deployment). Several outputs will contribute to the achievement of one outcome.

static remote sites	ablution facilities	COBs: Bunj COB Kodok COB Renk COB Abiemhnom TOB Pariang COB Koch TOB Leer TOB Jamjang TOB Tambura COB Maper TOB		Number of uniformed women using these facilities and equipment, disaggregated by location.	06 (7.8%) UNMOs 51 (5.15%) Troops 20 (4.57) IPO 77 (4.8%) of uniformed women personnel deployed to remote locations each month in 2025	45 (20%)UNPOL 2027: 23 (30%) UNMOs 148(15%) Troops 65 (30%)IPO
Availability and suitability of ablutions for female peacekeepers on SDP and LDP patrols	Resource patrols with gender and culturally conscious expeditionary ablution equipment	Procure, deliver, disperse equipment.	Ablution equipment of female peacekeepers on LDPs and SDPs is piloted, procured, delivered and dispersed.	Number of equipment, disaggregated by type	0	600 SheWees, 200 Pop-up Suites, 200 Pocket Showers, 200 Portable Pottys In all locations of UNMISS
		Conduct training for users and commanders and maintenance and supply personnel	Training for users and commanders on how to use and maintain equipment is delivered Note: Training will be conducted after the procurement process is completed, as these items have not been previously issued in the mission. As a result, there is no existing training that can serve as a baseline.	Number of training sessions delivered Number of users and commanders who attended the training sessions, disaggregated by gender, category of personnel, and location	0 0	At least 2 training sessions shall be delivered every year in each location All UNMOs, UNPOL, TCC troops and 17 Contingent Commanders shall attend these trainings. (Infantry Battalions and Formed Police Unit Commanders)
				Number and percentage of women deploying on LDPs and SDPs, disaggregated by type of personnel	UNMOs: 57 (75%) UNPOL: 162(75%) TCC: 354(35%) FPU: 221 (100%)	UNMOs: 70 (92%) UNPOL: 216(100%) TCC: 742(75%) FPU: 221 (100%)

Part Seven: Work Plan Timeline

#	Planned Activities	Project Timeframe in Quarters Maximum – 24 months								Responsible Party/ies	Comments/Additional Details	
		Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4			
	Describe the key activity and supporting activities											
	Key Activity # 1: Sourcing, Procurement Process, and Contract Award		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>							Mission Support Division: Supply Chain Management / Procurement Cell	A Baseline Assessment of Female Troops deployed in Remote Sites will also be conducted
	<i>Supporting activity: Procurement Process – Statement of Requirements, Solicit, Bid Evaluation, Contract Development</i>			<input checked="" type="checkbox"/>							Mission Support Division: Supply Chain Management / Procurement Cell	
	<i>Supporting activity: Contract Award</i>			<input checked="" type="checkbox"/>							Mission Support Division: Supply Chain Management / Procurement Cell	Re-assess delivery timeline and communicate to all stakeholders
	<i>Supporting activity: Media announcement on innovation of UNMISS / Training</i>			<input checked="" type="checkbox"/>							Mission/UNPOL/Force IPO	Support from UNMISS Project Management Team
	Key Activity # 2: Initial Operational Capability (IOC)											
	<i>Supporting activity: Initial Product Delivery and Allocation/Material Accountability / Standardized EIF Badging Placement /Issue</i>				<input checked="" type="checkbox"/>						UNMISS Project Management Team	Track product issue and contact information / consent to contact / participate in pilot project. Material accountability and visibility to track product inventory
	<i>Supporting activity: Product Introduction & Training</i>				<input checked="" type="checkbox"/>						UNMISS Project Management Team	
	<i>Supporting activity: Promote and inform UNMISS of the initiative / update Patrol Reports</i>				<input checked="" type="checkbox"/>						UNMISS Project Management Team	
	Key Activity # 3: Final Operational Capability (FOC)											
	<i>Supporting activity: Survey feedback</i>					<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			UNMISS Project Management Team	Focus Group Discussions on Impact Satisfaction surveys

Supporting activity: Promotional Activities						<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		UNMISS Project Management Team	Testimonials from Female peacekeepers on effectiveness, Impact Stories
Key Activity # 4: Project Closure											
Supporting activity: Lessons Learned and Key Informant Interviews								<input checked="" type="checkbox"/>		UNMISS Project Management Team	
Supporting activity: EIF Project Closure Documentation								<input checked="" type="checkbox"/>		UNMISS Project Management Team	
Supporting activity: Budget Plan / Proposal for Replenish Products to Establish an Enduring Initiative								<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	UNMISS Project Management Team	Sustainability plan
Supporting activity: Media announcement of project results				<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	UNMISS PIO	With support from UNMISS Project Management Team
Supporting activity: Changes to SUR/MOU to ensure TCC deploy with equipment that supports movement towards gender parity								<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	UNPOL/Force Planning Sections and Elsie Focal Points	

Part Eight: Project Communications, Advocacy and Visibility

Outline your communication, advocacy, and visibility plans associated with key project activities. Describe how you will share information, raise awareness, and showcase your project. Your plan should include:

- **Objective(s).** Clearly define what you want to achieve and be precise about the desired outcome(s).
- **Target audience:** Who is your audience? What is their demographic (sex-disaggregated) and what are their communication preferences?
- **Indicators for measuring performance.** Establish your key performance indicators and metrics. Metrics can include website traffic, social media engagement, and survey responses.
- **Key messages, tools, platforms.** Clearly articulate the main points you want to convey; what communication tools you will use (i.e., press releases, newsletters, social media), and choose the appropriate channels based on your target audience.
- **Budget and resources:** Outline the financial resources required including budget for advertising and content creation. Also identify the human resources, skills and expertise needed.
- **Timeframe:** Include a realistic timeline for your communications plan that is aligned with the overall project plan and timeframe, with activities broken down by activity, milestones and deadlines.
- **Expected outcomes and impact:** What are the expected results of your communication plan? Ensure that the project outcomes are fully aligned with the overall goals of your organization.

The communication strategy for the UNMISS EIF project is designed to underscore the crucial role that uniformed women play in Protection of Civilians (POC) and to highlight the Mission's efforts to support and enhance their participation. The strategy aims to create visibility for the project, boost morale among uniformed women, and ensure comprehensive information sharing within the Mission and beyond to keep all relevant stakeholders informed and engaged. By leveraging internal communications and targeted social media outreach, the project will showcase its progress and achievements, fostering a supportive environment for uniformed women in peacekeeping roles. The UNMISS-EIF team leads from the Force and UNPOL will be responsible for leading and monitoring the implementation of this communications plan.

Strategically, the communication plan focuses on three primary objectives.

- Firstly, it aims to highlight the essential contributions of uniformed women to POC tasks and overall mission success, emphasizing the positive impact of their involvement on community engagement and protection efforts.
- Secondly, it showcases the Mission's steps to reinforce and support uniformed women, thereby contributing to their empowerment in Junior Leadership and specialized roles through the provision of gender-specific materials and infrastructure. By promoting the project's achievements and progress, the strategy intends to demonstrate the tangible improvements being made.
- Lastly, the plan seeks to enhance visibility and morale through consistent, strategic communications that spotlight the project's milestones and the individual successes of uniformed women.

The target audiences for this communication strategy include both internal and external stakeholders. Internally, the strategy aims to reach UNMISS leadership and staff across civilian, police, and military components, with a particular focus on uniformed women deployed in various locations within the Mission. Externally, the communications will target UN Headquarters, relevant UN agencies, and the general public through targeted social media outreach. This dual approach ensures that the project's efforts and achievements are recognized and supported both within and outside the Mission.

Measuring Progress:

The expected outcomes of the UNMISS-EIF project include improved morale among uniformed women and increased visibility of their contributions to the Mission mandate, thanks to better living and working conditions and increased sense of well-being. By providing targeted support and gender-specific materials, the project will create a more inclusive and supportive environment, enhancing the overall well-being and job satisfaction of female peacekeepers. Additionally, strategic communications will highlight their vital roles in operational tasks and community engagement, ensuring their contributions are recognized and valued both within the Mission and by external stakeholders. This visibility will not only bolster their morale but also reinforce the importance of gender parity in peacekeeping efforts.

To measure the impact of the communication strategy, feedback will be regularly solicited from uniformed women and other stakeholders through surveys and focus group discussions. Engagement metrics on social media platforms and internal communication channels will be monitored to track the reach and effectiveness of the communications. This feedback will be used to refine the strategy and address any gaps or concerns, ensuring that the communication efforts remain effective and aligned with the project's objectives.

Tools and resources:

To achieve these objectives, the communication strategy will utilize a variety of channels. Internally, regular updates will be shared via the UNMISS intranet and email newsletters, providing detailed information on project developments, success stories, and key milestones. Feature articles will highlight the contributions and experiences of uniformed women in POC tasks. Periodic briefings and detailed reports will keep UNMISS leadership and stakeholders informed of the project's progress and impact.

Externally, social media platforms such as Facebook, X, and Instagram, will be leveraged to share project updates, success stories, and key achievements. Personal stories of uniformed women, their roles, and their impact on POC will be highlighted to engage a broader audience. Collaboration with UN Headquarters' social media channels will amplify these messages, showcasing the project's alignment with global gender parity and peacekeeping goals.

A key element of the communication strategy is the Pilot Uniformed Women's Network, established in 2023 through a joint initiative between UNMISS and the Department of Peace Operations (DPO). This network, which is composed of 230 uniformed women, will serve as a platform for regular updates and information sharing, enabling strategic and comprehensive communication among uniformed women and connecting them with experts at HQ when needed. The UNMISS-EIF team will provide consistent updates on project developments, using newsletters, intranet posts, and social media to disseminate information and highlight innovative materials and solutions being tested and implemented.

Part Nine: Detailed Budget (Annex A – separate Excel template)

All submissions must include a detailed and accurate budget, using the **EIF Microsoft Excel Budget Template**. No other budget templates can be accepted. The **EIF Microsoft Excel Budget Template** and the EIF explainer to guide the completion of the Microsoft Excel Budget Template are available on the EIF Website.

Part Ten: EIF Reporting, Monitoring, and Evaluation Requirements

An independent evaluation shall be conducted post project conclusion by the EIF with support from DPO. This shall be facilitated by the Project Management Team.

All project reports are to be submitted using the EIF narrative and financial reporting templates.

Per the EIF Operations Manual (Section 12 – Monitoring and Evaluation), all Fund Recipients in partnership with Implementing Partners, are to provide the following reports to the EIF Secretariat, and to ensure that all data provided is sex-disaggregated and signed by the Fund Recipient, following the schedule below. The EIF will send the report template to the project focal point two weeks before the end of each quarter.

	Q1 Report	Q2 Report	Q3 Report	Q4 Report	Annual Report	Project Closure Report
Reporting Period	1 January – 31 March	1 April – 30 June	1 July – 30 September	1 October - 31 December	1 January – 31 December	Project duration
Due Date to EIF	15 April	15 July	15 October	15 January	30 January	Within 3 months of the project closure date. No later than 31 March.
Report Type	- Narrative - Financial	- Narrative - Financial	- Narrative - Financial	- Narrative - Financial	- Financial	- Narrative - Financial
Report Template	- EIF Quarterly Progress Report - EIF Financial Template	- EIF Quarterly Progress Report - EIF Financial Template	- EIF Quarterly Progress Report - EIF Financial Template	- EIF Quarterly Progress Report - EIF Financial Template	- EIF Annual Financial Report Template	- EIF Project Closure Template - EIF Financial Report Template
Financial Spot Check (T/PCCs only)				The EIF will organize an independent spot-check to be conducted midway through project implementation		
Bank Statements (T/PCCs only)				Where a T/PCC is the fund recipient, the Security Institution must open a separate bank account to receive the EIF grant. The T/PCC is required to provide a copy of bank statements for that account(s) as per EIF financial reporting requirements.		
Certified final financial statements and final financial reports				Fund recipients are to provide certified final financial statements and final financial reports to the EIF/MPTFO within 3 months of the project closure date, and no later than 31 March of the following year.		
Project evaluation				Where required, the EIF will organize an independent consultant to conduct a post-project evaluation.		

Please check the box to acknowledge the reporting requirements above.

Per the EIF Terms of Reference, the EIF is required to conduct a **mid-term monitoring mission** on all projects to determine if current implementation is effective, and a **final monitoring or evaluation mission** to assess whether contributions have had their intended effect, to determine whether results are being or have been achieved and whether contributions have been used for their intended purposes. The EIF will consult with recipient organizations on the scope and conduct of a monitoring mission, with the recipient organisation invited to join.

Part Eleven: Project Risk Management Assessment (Excel) - Annex B (separate Excel template)

A project risk management assessment is to be completed and attached as an annex to this PRODOC. Please use the EIF project risk management assessment Template available on the EIF website.

Annexes

The following Annexes form part of the PRODOC. Each annex must be completed in full and submitted together as part of the MOWIP PRODOC submission to the EIF.

- A. *EIF Budget (separate Excel Template)*
- B. *Project Risk Management Assessment (separate Excel Template)*
- C. *Security Institution Personnel Data (included in this template - see below)*
- D. *Security Institution Deployment Planning Data (included in this template - see below)*

ANNEX E: UNMISS Elsie Ablution Project Survey :

1/25/25, 9:21 AM

UNMISS Elsie Ablution Project Survey

UNMISS Elsie Ablution Project Survey

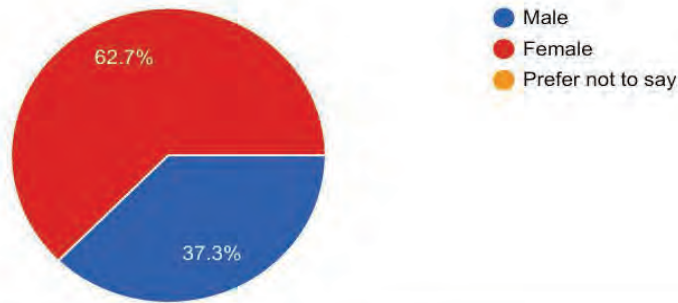
67 responses

[Publish analytics](#)

Question 1: What is your gender?

 Copy

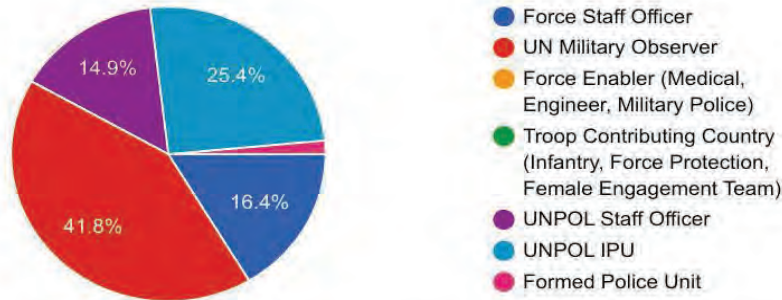
67 responses



Question 2: What is your role within UNMISS?

 Copy

67 responses

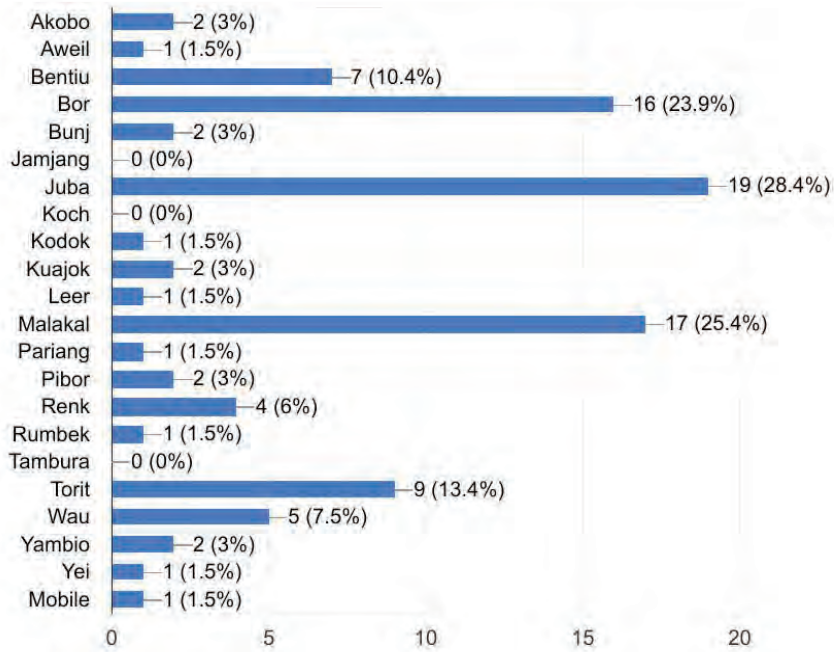


Question 3: Where have you been based in UNMISS?



Please select those locations where you have spent more than 5 consecutive nights.

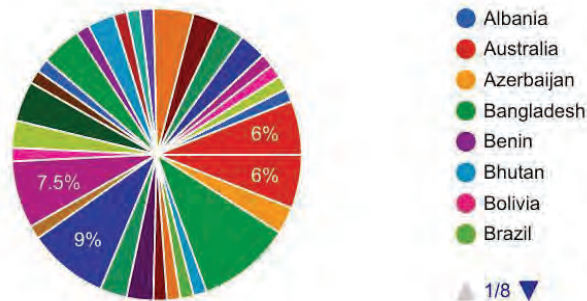
67 responses



Question 4: What country have you deployed to UNMISS from?



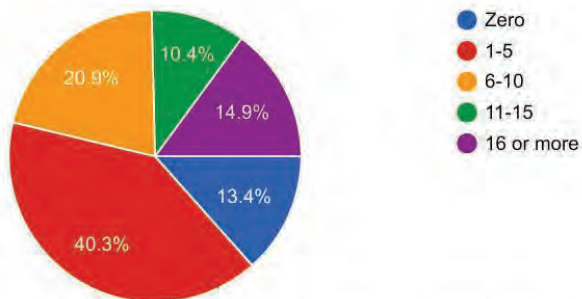
67 responses



Question 5: On average per month, how many off-base patrols or activities have you been involved in that have been less than 24 hours in duration?

 Copy

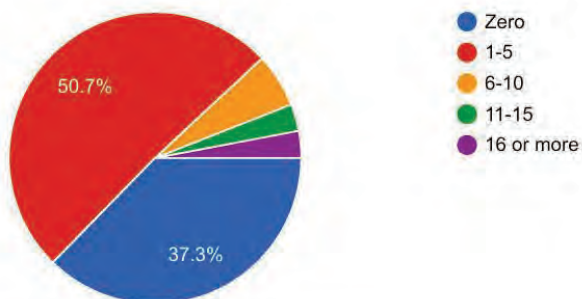
67 responses



Question 6: On average per month, how many off-base patrols or activities have you been involved in that have been greater than 24 hours in duration?

 Copy

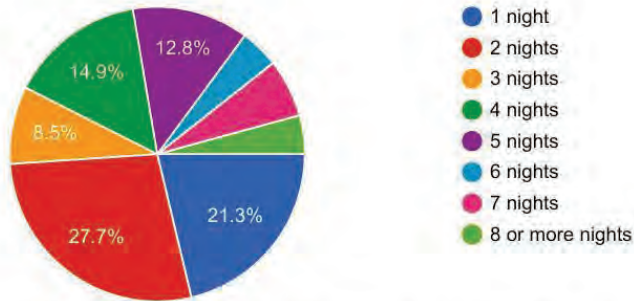
67 responses



Question 7: For those off-base patrols or activities greater than 24 hours in duration, what was the average length of time away from your usual permanent location?

 Copy

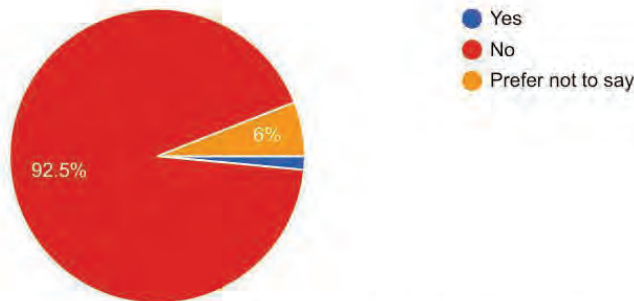
47 responses



Question 8: Have you ever elected not to deploy on a patrol or activity whilst part of UNMISS?

 Copy

67 responses




Question 9: If you answered yes to Question 8, what was your reason for electing not to deploy on task?

4 responses

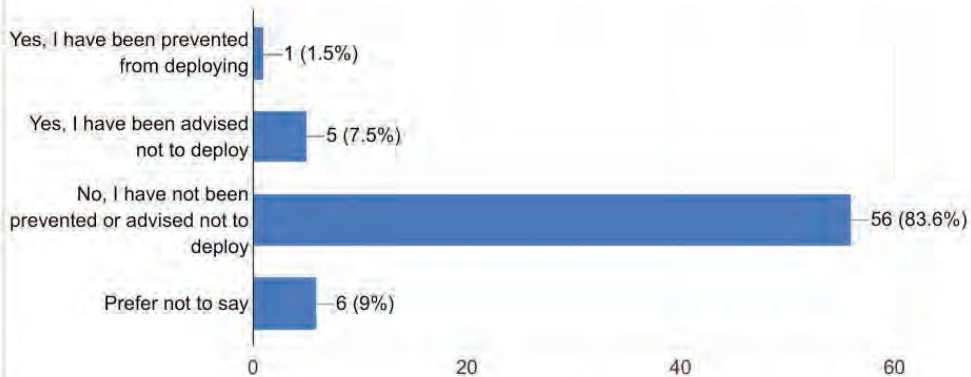
NA

na

There was no force protection from UNMISS

Question 10: Have you ever been prevented or advised not to deploy on a patrol or activity whilst part of UNMISS?  Copy

67 responses



Question 11: If you answered yes to Question 10, what was the reason you were given?

9 responses

NA

No toilets for females

na

It is "too stressful for women to go on LDP", and it is hard for women because of the toilet situation.

Activities occurring in Juba advised to avoid

Safety under national constraints due to lack of sufficient CASEVAC capability and security.

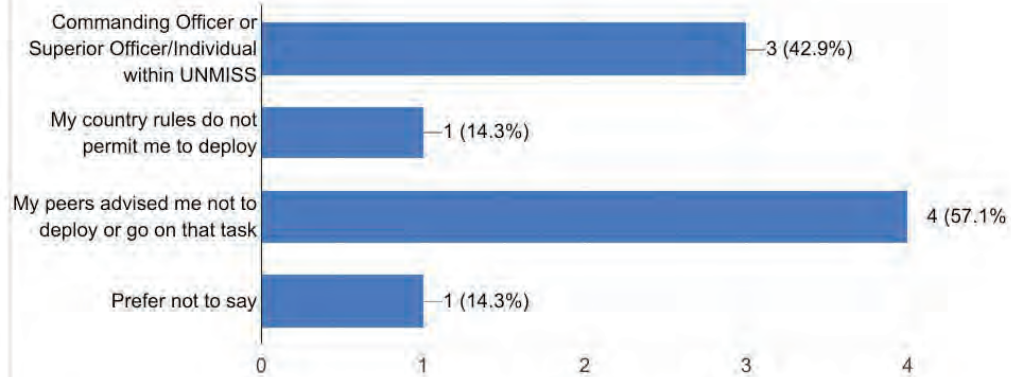
Because I am a woman, should work in the office only.

I was told there is no accommodation facility to stay in and the church that accommodates them requests payments, yet FORCE does not provide DSA to staff during such Long Duration Patrols.

Question 12: If you answered yes to Question 10, who issued the direction or gave you advice?



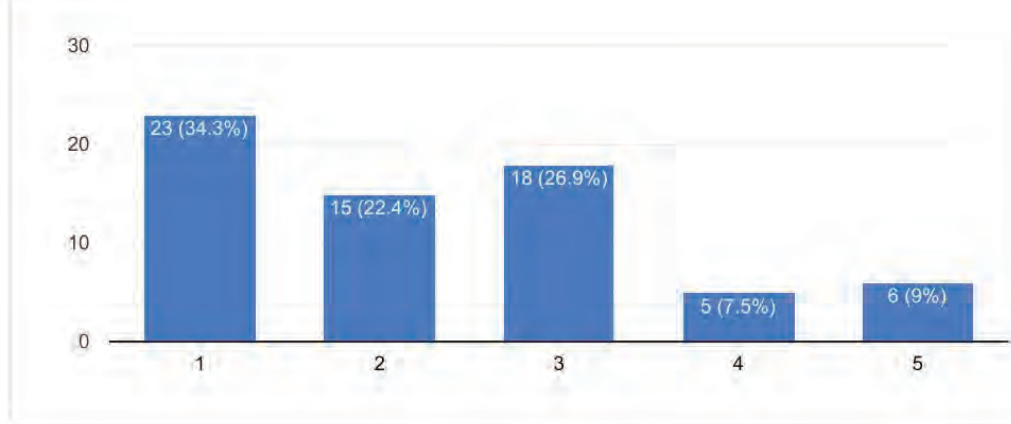
7 responses



Question 13: How satisfied are you with the standard of ablutions provided on UNMISS bases (including TOBs)?



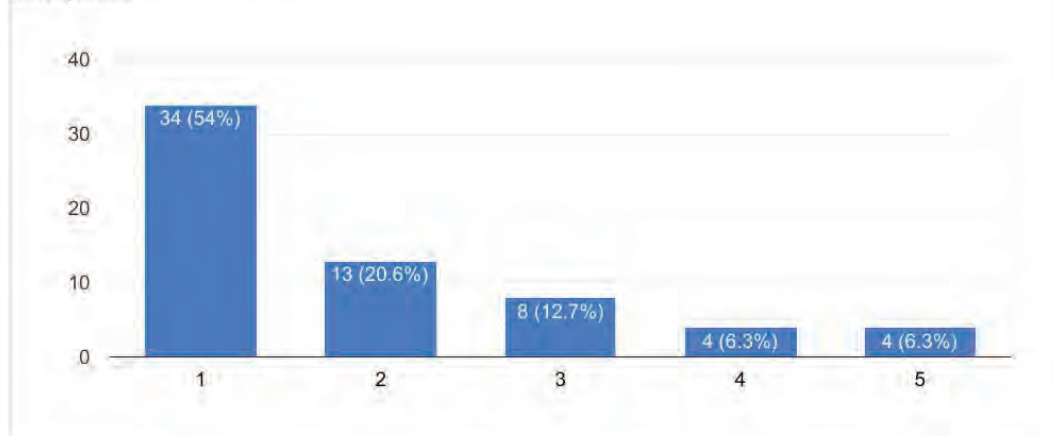
67 responses



Question 14: How comfortable are you with conducting ablutions whilst off-base on a patrol or activity?



63 responses



Question 15: What challenges do you face when deploying off-base on patrols or activities, which need to be addressed to ensure you are effective and safe when conducting peacekeeping duties?

47 responses

Hygienic Bathrooms for TOB and mobile tent or canvas tents that we can set up to provide cover for bathing or toilet. To also provide spade for digging holes for latrines. Also to provide tents to protect us from the rain and charcoal or kerosene stoves to carry on LDP to enable us to cook.

No challenges apart from not consuming water to avoid the need to use toilet.

ablutions without bathroom and kitchen

When deploying off-base on patrols, key challenges include security risks from hostile forces, unpredictable environments, communication breakdowns, and logistical constraints.

The locations of ablution facilities are usually far from accommodation area which is risky at night due to reptiles (Snakes) infestation duty stations

there should be some common ablution during off base patrol.

Language barrier, Hostile environments and cultural differences

The ablution one of those challenges.

Serious challenges well deploying off-base which result to complications of stomachache and other illness

Require a standard accommodation and ablution facilities

Air condition in our deployment as in long duration patrol is in uncomfortable conditions like in leer, then in Pariang there is no air condition in UNMO accommodation

1.The biggest problem we face as females is during our menstrual cycle when we need to rest
2.There are no portable bathrooms for use off base.

There are no adequate toilets

Ablutions are shared

Abutions are NON existing. On over night stays, squatting with your pants down, bare buttocks towards the local people rooming around, is humiliating. Unable to wash ones hands is a heath and as such security risk. Stomach problems rising from unhygienic conditions feed in to

MORE need of proper ablution and they are not there. It is bad enough for women to be constantly dehydrated as they can't drink enough even for normal co-locations or IDP camp visits (again no possibility to urinate - so one does not drink). This is QUITE different from male colleagues that in hour of need just have to find a corner or turn back to the road and urinate. In addition, most of female colleagues are PREmenopause, so they have periods (impossible to handle in the dig the hole in the field conditions) and many African colleagues may themselves be victims of FGM... making prementioned even worse...

There is no portable ablution so its very difficult to survive into open.

Most joining are men and they usually don't consider women's need of privacy when doing "their business" in the roadside. A small shield/blanket and clearer instructions for Force Protection in where it is good to do "toilet breaks" on the road, would help the situation.

We are facing problem of minimum good condition of ablution as well as our privacy due to lack of room.

As per my experience the main challenges of the off- based patrols are Snakes and other insect bites, ablution and water for daily use.

ablution is crucial one

Lack of facilities and ablutions

The bathrooms are not satisfactory and every time we go out on patrol we have to ask for the authorization from some government established to be able to carry out a TOB

regarding sanitation

Lack of ablutions

N/A, do not deploy

No excorts of Formed Police Unit

Dedicated CASEVAC platforms

Lack of water

Cleanliness, proper water supply and hygiene.
Also, the sharing by many people of one or two toilets is very difficult.

Unhealthy ablution activities during off-base patrol could affect our bodies and mind that leads to short and long term physical and phycological problem. Most of all it will affect readiness of personnel in remote area.

Arrangement for Ablutions... Quantity and Quality both

No off-base duties

At the Ablution are built in the bush which is unsafe for us.

Tent accommodation and mobile ablution facilities

lack of ablution is a major issue while on long duration patrol

Hygiene

There are days, I have to endure to hold on to urine or even attend to nature when off base, and it becomes very uncomfortable

It seems to me that patrols are currently being carried out within the appropriate limits.

DSA should be provided to uniformed personnel who go on such Long Duration Patrols just as it is accorded their civilian counterparts.

Lack of any ablution in the area of patrol.

Danger of Health hazards like malaria, insect bite, snake bite and heat/rains with limited protection and adverse weather

no

during the rainy season, We run across to a lot off insect, and lack of ration supply

when i was in RENK COB is the Challenges are without ablution, kitchen rooms

The women to be given short distance integrated patrols not more than eight hours.

Regarding the night halt patrols tent and ablution facilities should be addressed.

Main problem is signal communication. it need to be address if possible.

Thank you for participating in this survey. If you have any further remarks, please feel free to add them below.

23 responses

The UN is deploying women in the field on patrols, why does it not cater for women's needs?

I feel my kidney is affected due to not consuming water for fear of not finding a toilet.

Addressing these requires robust intelligence, reliable communication systems, well-defined protocols, and proper logistical support to ensure safety and mission effectiveness.

When deployed off- base on patrols especially for many days. It is essential to provide separate ablution facilities for male and female personnel rather than unisex facility, to maintain privacy and dignity.

Ablution within UNMISS should be equipped with a bidet

Proper arrangement is necessary where there are no hotel facilities

Ablutions in COB, TOB and tamping need to be worked on especially for ladies

its mandatory to have portable toilets and ablutions too.

Thank you for your attention to this issue addition try to put ablution in every transit house(JUBA)

Thanks Ma'am :)

The ablution for newcomers in the transit accommodation should be attached.

Ablution may seems small issue but effect a lot on peacekeeper life and duties as human being.

At COBs and TOBs and also Transit accommodations, the state of ablution is particularly bad in terms of quantity and quality. At Juba it was further exacerbated by shortage of water in end June 2024. It needs an urgent addressal. Thanks for thinking of conducting this survey which brings this problem to everyone's notice.

NA

this is very good sanitation status for women in the UN but will reduce the chances of contracting diseases.. all the ablution for the women should be repaired.

Troops of Force Protection could be assisted to provide dignified ablution facilities for LDP

Attached ablution should be made in the transit accommodation.

This survey I pray will go a long way to solve our poor ablution issues here in Bentui especially when off base

Condition of accomodation in forward team sites and also non availability of accomodation in many team site during initial 2-3 months. Have to use shared ablution for 3-4 months during initial period of deployment with same rent deductions as those enjoying better facilities.

Thank you

no question

Question 14 may be better suited to being an optional question

Nothing

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Google Forms

UNMISS UNIFORMED PEACEKEEPERS GENDER DEMOGRAPHICS AND ABLUTION SURVEY RESULTS

Aug
2024

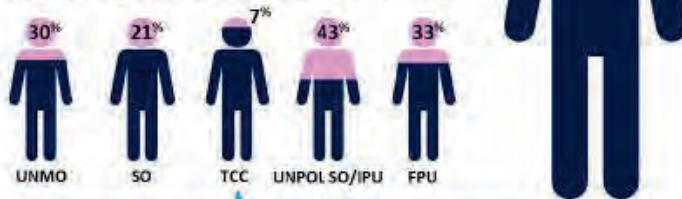
Demographics of uniformed peacekeepers

13,255 soldiers make up 88% of all uniformed UNMISS peacekeepers.

Women account for 10% of all uniformed peacekeepers in UNMISS:

- Troop Contributing Countries (TCC) achieve 7% women
- UNPOL nears gender parity with 43% women

To achieve gender balance without overburdening any specific group, gender targets must be tailored to each role and country.

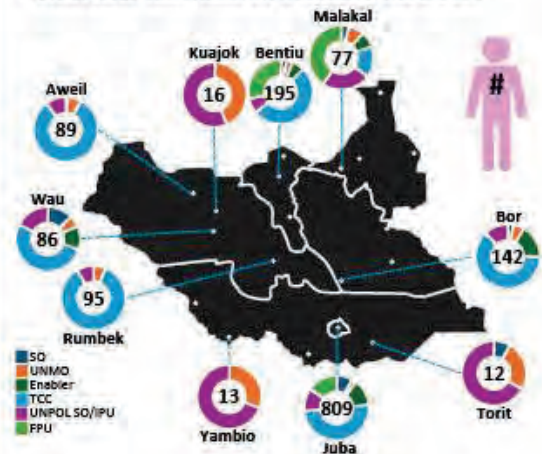


Uniformed women peacekeepers

- Uniformed women are stationed in only 12 of the 25 bases in UNMISS (9 Field Offices, 3 Juba bases, 6 Company Operating Bases, and 7 Temporary Operating Bases)
- More than 50% for women are based in the three Juba sites.

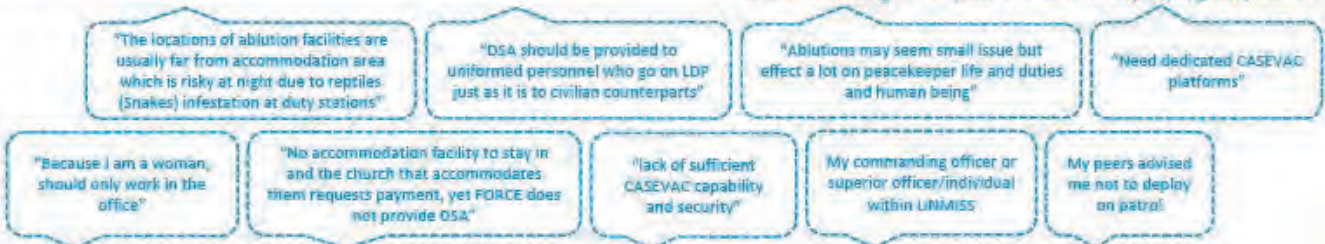
- Aweil, Bentiu, Malakal, Wau, Rumbek, and Bor Field Offices have notable numbers of uniformed women

- Overall gender ratios remain low within Aweil, Wau and Bor.



- Lack of ablutions is the primary challenge for long-duration patrols for both male and female peacekeepers.
- Inadequate water supply is a significant concern for female peacekeepers
- Female peacekeepers reported reducing their food and water intake to avoid using unhygienic public facilities or relieving themselves in the open when out on patrol.

What challenges do you face when deploying on patrol?



What or who has prevented you from deploying on an UNMISS patrol?

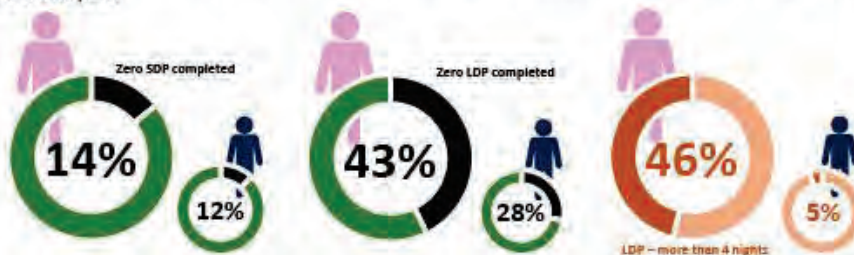
Patrols

Uniformed female peacekeepers are as likely as their male counterparts to deploy on short duration patrols (SDP)

- 14% of female peacekeepers have never deployed off site on a short duration patrol, compared to 12% of males.

Uniformed female peacekeepers were significantly less likely than their male counterparts to deploy on long duration patrols (LDP). With 43% of female peacekeepers reporting that they have never deployed on an LDP, compared to 28% of males.

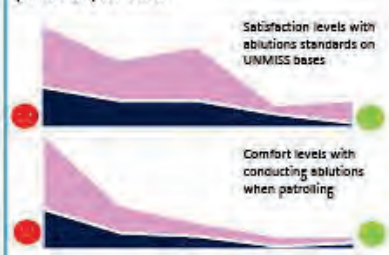
- Female peacekeepers willing to deploy are tasked more frequently on LDP and expected to be away for longer than their male counterparts.



Ablutions

Both genders were dissatisfied with the standard of ablutions on UNMISS bases and uncomfortable with conducting ablutions when patrolling.

There is a correlation between attendance on patrols and the availability of ablution facilities, particularly for LDPs.



Annex F: Elsie Survey Response Summary and Findings:

Responses Overview Active

Responses

108



Average Time

18:58



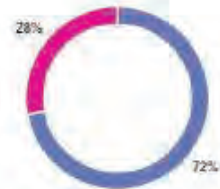
Duration

588



1. Gender

Woman	75
Man	29
Other	0



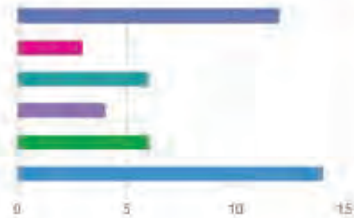
2. Category

Uniformed Police	57
Uniformed Military	45
Corrections Officer	1
Civilian	1



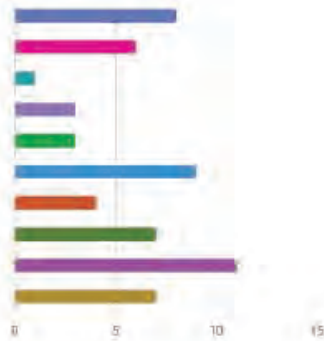
3. Please indicate which Sector you currently are located?

Sector West	12
Sector Unity	3
Sector East	6
Sector North	4
Sector South	6
Sector Juba	14



4. Please indicate under which administrative state you currently are located?

Central Equatoria	8
Western Equatoria	6
Eastern Equatoria	1
Jonglei	3
Lakes	3
Warrap	9
Upper Nile	4
Unity	7
North Bahr el Ghazal	11
Western Bahr el Ghazal	7



5. Have you participated in a long-distance patrol (LDP) in the last six months?

Yes	42
No	62



6. Where did you go?

41
Responses

Latest Responses
"KIIR ADEM"
...

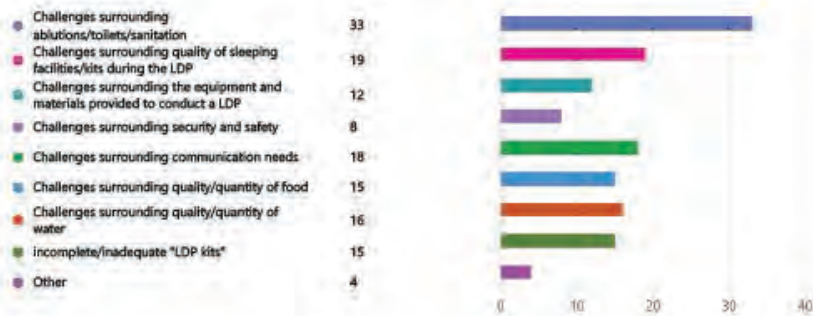
7 respondents (17%) answered COUNTY for this question.



7. How long was the duration of your most recent patrol



8. Please outline any challenges experienced



9. Can you please provide any further details on the challenges experiences.

38 Responses

Latest Responses

"THERE WAS NO FOOD RATION PROVIDED AND WE NEED TO GO TO LOOK FOR F..."

9 respondents (24%) answered accommodation for this question.



10. Are there any materials or goods that UNMISS could better provide to support duty of care during LDPs?

38

Responses

Latest Responses

"COMPLETE LDP KIT FOOD RATION"

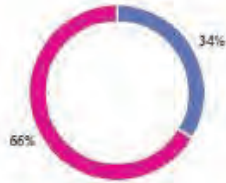
...

13 respondents (34%) answered provide for this question.



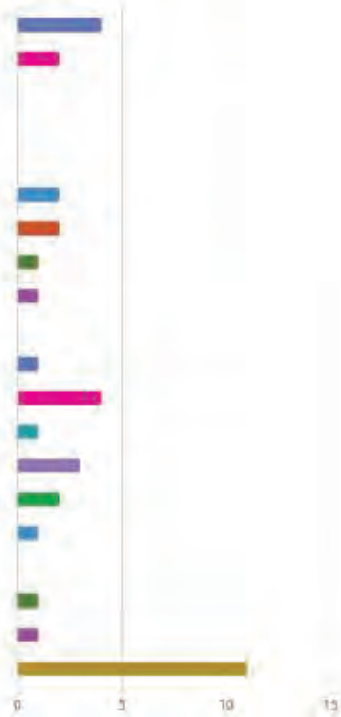
11. Have you been deployed/conducted daily work functions from a TOB/COB for the purposes of conducting mandate related activities?

■ Yes 35
■ No 69



12. Please indicate which TOB/COB you have visited to conduct your daily work functions?

● Akobo (COB)	4
● Aweil (COB)	2
● Bunj	0
● Echo (FOB)	0
● Jam Jam	0
● Kodok	2
● Ksajok	2
● Ksajok (COB)	1
● Koch (TOB)	1
● Leer (COB)	0
● Pariang (COB)	1
● Pibor (TOB)	4
● Pibor (COB)	1
● Rarik	3
● Rumbek	2
● Kapoeta,	1
● chukdum,	0
● Lafon,	1
● Iltos	1
● Other	11



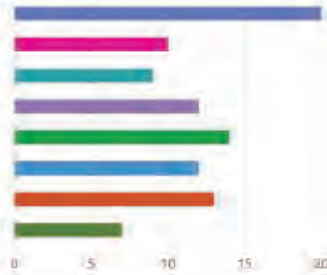
13. Did your deployment require you to stay overnight?

● Yes	20
● No	13
● Other	1



14. Please outline any challenges experienced

Challenges surrounding ablutions/toilets/sanitation facilities	20
Challenges surrounding quality of sleeping facilities	10
Challenges surrounding the equipment and materials provided to conduct a LDP	9
Challenges surrounding security and safety	12
Challenges surrounding communication and IT needs	14
Challenges surrounding quality/quantity of food	12
Challenges surrounding quality/quantity of water	13
Other	7



15. Can you please provide further details on the challenges experiences.

29
Responses

Latest Responses
...

5 respondents (17%) answered challenges for this question.

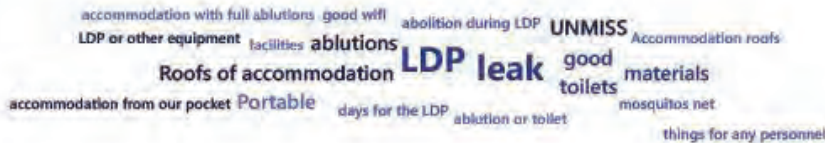


16. Are there any materials and that UNMISS could better provide to support duty of care during?

25
Responses

Latest Responses
...

5 respondents (20%) answered LDP for this question.



17. Are there any general comments on comments surrounding the duty of care and general living conditions in your Field Office that you would like to share?

77
Responses

Latest Responses
"THAT ALL IPOs SHOULD BE ISSUED PPEs, BECAUSE NOT ALL HAVE PPEs SINCE IT..."
...

12 respondents (16%) answered accommodation for this question.



Results from the Elsie Survey 2023

UNMISS Elsie Working group- July 2023

A. Background:

Since its independence, South Sudan has grappled with underdevelopment, characterized by insufficient infrastructure and inadequate road networks, which hampers access to basic services. This has posed tangible challenges for UNMISS, who is responsible for providing comprehensive Protection of Civilians (POC) coverage across the country, as reaching field offices and remote areas is hindered by the lack of adequate infrastructure.

In the years since 2011, UNMISS has established essential operational facilities in the country. However, the complex interplay of challenges linked to instability and climate change has led to the deterioration of field office materials and facilities. Despite being one of the largest multidimensional Peacekeeping Operations (PKO), deploying women to strategic locations encounters various identified challenges and barriers related to ensuring the duty of care of female personnel.

As studies have shown, uniformed female peacekeepers have led to improved outcomes in conflict prevention, community engagement, protection of civilians, enhancing dialogue and CVR, and addressing gender-based violence. Their contribution is therefore essential in meeting the objectives outlined in the Mission Mandate. Yet, female peacekeepers continue to face barriers hindering deployment to key and strategic locations, where their contributions could be the most meaningful.

In response, UNMISS's Gender Parity Task Force conducted a preliminary needs assessment to gather inputs and perspectives from uniformed personnel in the field. The goal is to identify solutions that enhance the duty of care for female personnel while simultaneously ensuring comprehensive coverage across South Sudan.

B. Methodology:

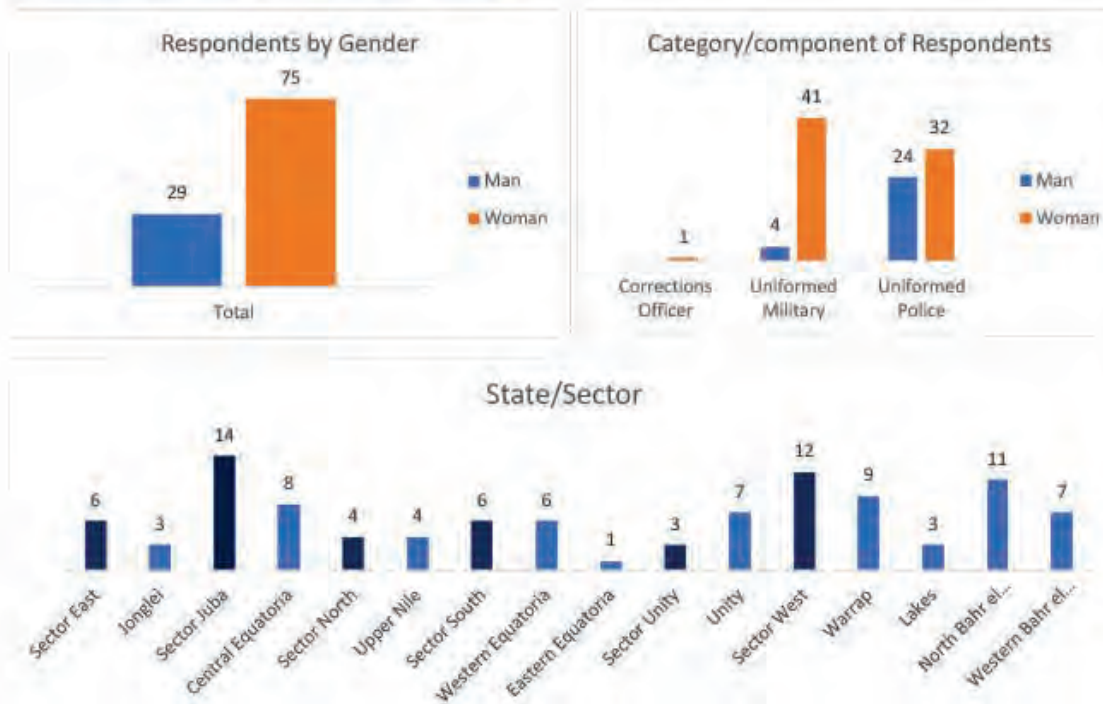
In order to assess the needs of female peacekeepers, UNMISS developed a survey disseminated via email to Heads of Field Offices, Gender Advisors (UNPOL, FORCE), Police Chief of Staff, and Force Chief of Staff. Both male and female peacekeepers were invited to participate, with men providing their perspectives and forming a 'control group' for comparative oversight.

The survey remained open for one week, with frequent reminders to uniformed personnel to participate. Additionally, a desk review of recent audits, capacity assessments, and strategic guidance was conducted to ensure alignment with the Mission Plan and Mandate.

C. Profile of respondents:

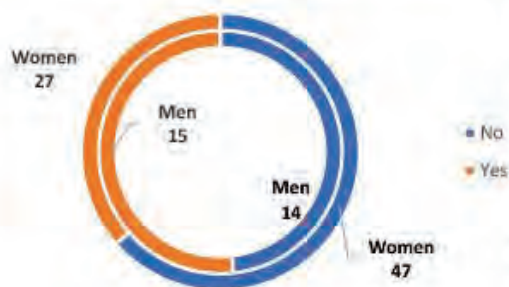
A total of **108 (75 female: 29 male) respondents** participated in the survey. Most responses reflected opinions from the Force, however the Police provided almost equal participation. The most heavily represented State/Sector included Sector West (notably Northern Bahr el Ghazal), and Sector Juba (Central Equatoria).

Results from the Elsie Survey 2023



D. Long Distance Patrols:

Chart 1: Participated in LDPS?



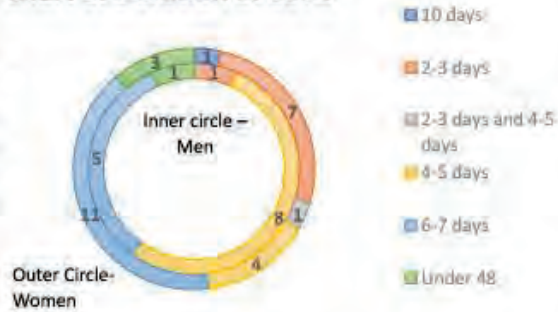
In recent surveys conducted, the results revealed that women are disproportionately overlooked for participation in LDPS. While 51% of male peacekeepers indicated they have participated in LDPS, only 36% of female peacekeepers reported participation.

The qualitative data provided indicates that the lack of gender-specific considerations directly affects women's ability to participate in LDPS. Many female respondents highlighted that the **absence of segregated accommodation, insufficient water, and lack of ablutions** caused hesitation and, in specific instances, was used as justification by uniformed units to discourage women from participating.

Results from the Elsie Survey 2023

For those that did participate, the overwhelming majority of respondents indicated they were most likely to participated in overnight trips, with most female respondents 4.75 days, and male respondents averaging 4.8 days. Although both groups indicated that the lack of **ablutions facilities and insufficient rations of food** as a challenge, female peacekeepers notably struggled with **inadequate water supplies required for consumption**, and to support **bathing/hygiene**. Many female respondents indicated that during menstruation, the challenge was further exacerbated, creating both unsanitary conditions as well as stigmatization.

Chart 2: Duration of LDPs

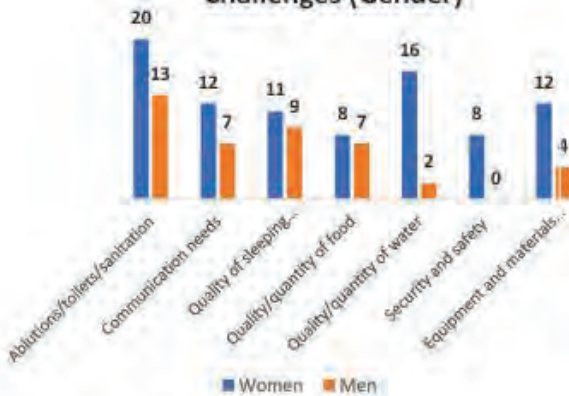


In addition, many respondents underlined the challenges associated with accommodation and overnight kits, with female peacekeepers making explicit reference to issues **surrounding safety and security**. Because LDPs require uniformed personnel to camp outside of the base in remote locations, the lack of gender segregated place, and **inadequate secure facilities** was raised as a concern. The overnight kits provided were commonly cited as **incomplete and missing essential materials** for survival. As a result, uniformed personnel remained at **higher risk of disease and illness**.

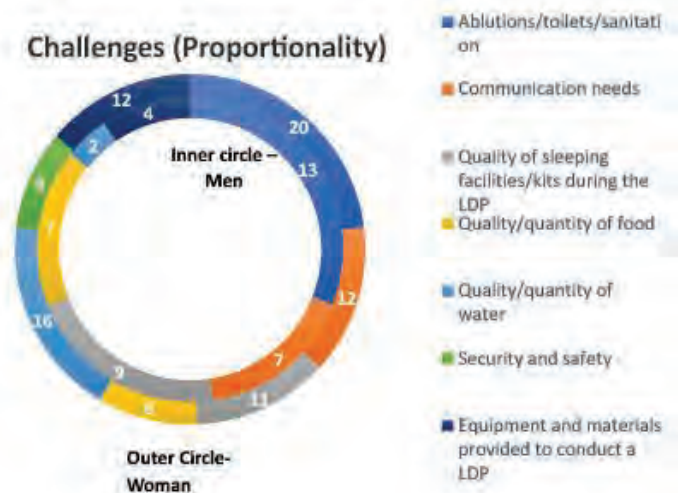
Challenges to LDPS (total)



Challenges (Gender)



Challenges (Proportionality)



Results from the Elsie Survey 2023

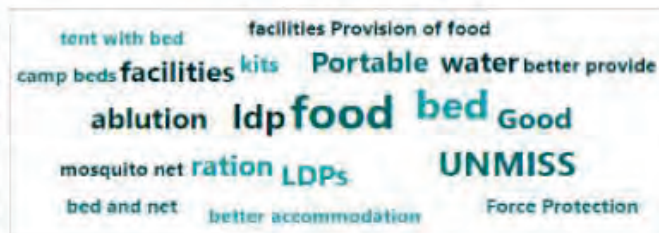
"Some TCCs don't help us build the toilet which makes me very reluctant to participate in LDPs even though I love going to rural villages and talk with local women. The problem becomes even worse during my menstrual cycle periods.

To avoid the above-mentioned problems (Toilet), I hardly drink any water/ juices and I eat very less during my patrols. I fear I might get UTI due to lesser consumption of water and because sometimes we are forced to use the public toilets which are pathetic to use, and which are very unhygienic.

Our LDP items are very old and are in very poor condition due to its multiple use. Our Cell (CES UNMO CELL) have demanded for the new ones multiple times but our demands got rejected time and again. We lack buckets and mugs required to take shower as our Cell goes for patrol almost every other day. We need to sew our sleeping bags before we go for LDPs and our camp- cots are in very worse condition as most of them have broken rods which keeps the cot in proper shape/ position. Most of the Jerry- cans don't have caps which fits properly. Half of the water we are carrying gets spilled by the time we reach the night location." – UNMISS Elsie Survey

In addition to identifying challenges, respondents were asked what the Mission could do to enhance their duty of care while participating in LDPs. The qualitative data identified the most significant materials requested included:

- 36% of respondents requested additional **rations/food** to be provided. Of this 36%, 78.6% were women.
- 31.6% of respondents requested **overnight kits** (bed, mosquito nets, mattress, lights etc.). Of this 31.6%, 71.4% were women.
- 21% of respondents requested **ablutions** (mobile). Of this 21%, 37.5% were women.
- 14% of respondents indicated additional **water**. 100% were women.



"I brought all the materials I brought with me from Germany and come from the equipment of the German Armed Forces. Mosquito domes that can be quickly removed and dismantled, military camp beds and a self-inflatable air mattress are the minimum required. Ration food and bottled drinking water as well."– UNMISS Elsie Survey

"UNMISS to provide a conducive facility for sleepover especially in areas were UNPOLS usually conduct activities every month like DEIM ZUBEIR AREA and RAJA TOWN all in RAJA COUNTY which is about 350km away from WAU MUNICIPALITY"- UNMISS Elsie Survey

"Yes. Good camp cots, sleeping bags, light blankets (as it becomes very cold at night times), Jerry cans, portable toilet screens which can be dismantled easily, gum boots for rainy season." UNMISS Elsie Survey

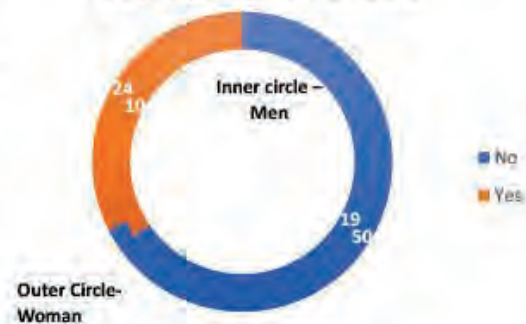
Results from the Elsie Survey 2023

D. Temporary Operating Bases and Company Operating Bases

As outlined in the COE Decision Paper (2023), the COE working group indicated that “In recent years the United Nations peacekeeping operations have become more agile and mobile, requiring personnel to frequently move outside the main operating bases to establish and maintain TOBs of various duration depending on the situation on the ground. In these circumstances’ kitchen trailers, ablution units including truck shower (or any other easily transportable facility) becomes an important asset to ensure proper logistics support and continuous provision of catering and hygiene to the troops in TOB.”

TOBs and COBs are considered essential tools in peacekeeping, enabling the Mission to maximize its existing capacity by establishing short term bases to respond to contextual and geographically linked challenges. On average, the Mission establishes an estimated of 10 TOBs, and 10 COBS per year; however, considering the number of civilians affected by violence in South Sudan increased sharply across the country at the end of 2022 across the country, and the country is undergoing its first national electoral process, UNMISS anticipates installation of additional TOBs and COBs to adequately respond to insecurity in South Sudan.

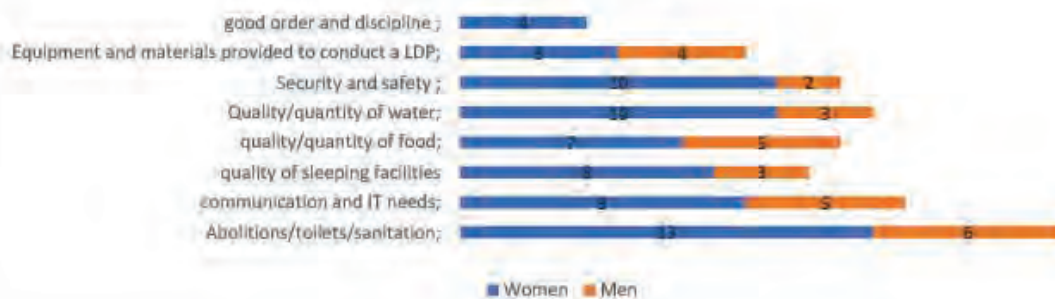
Deployed to TOB/COB



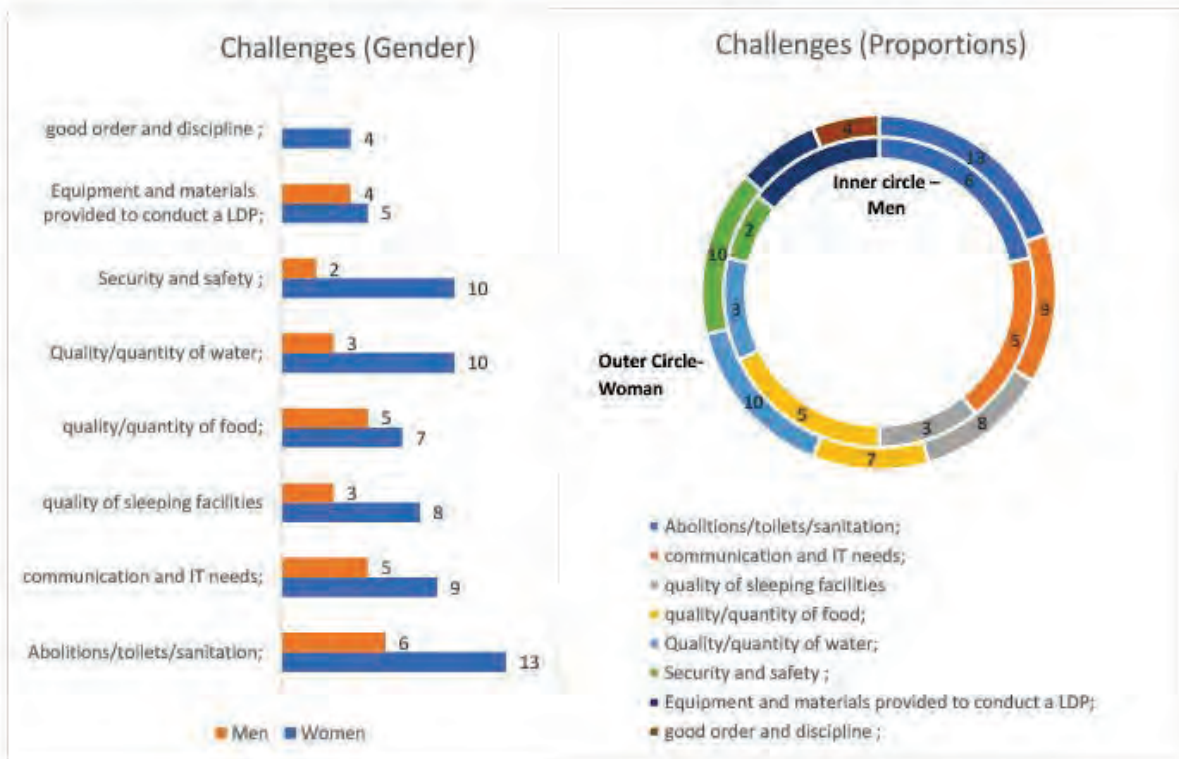
Unlike with LDPs, the survey found that peacekeepers deploy proportionately, or at an equal rate, to TOBs and COBs. The majority of responses with most respondents indicating they were stationed in Tambora, Pibor, and Akobo.

Based on the quantitative data provided, both men and women indicated that **ablutions, communication and sleeping kits** constituted the most cited changes. Although the data did indicate the challenges were relatively proportional, it is worth noting that women specifically wrote in issues of **conduct and discipline**, as well as **safety and security challenges**, and access to **water** as major challenges.

Challenges/ TOB COB



Results from the Elsie Survey 2023



When considering the qualitative data, respondents outlined significant challenges concerning **water, ablutions, sanitation health (WASH) facilities, and accommodation.**

Concerning accommodations, female respondents underlined the overall inadequate sleeping facilities. This includes leaking ceilings, flooded spaces, a lack of privacy, and some references to burglary. Notably, two respondents indicated they opted to sleep in the UN issued vehicles as opposed to the accommodation facility, whereas two other respondents highlighted their heightened risk to contracting malaria because of the facilities.

the overall inadequate sleeping facilities. This

Concerning ablutions, many respondents indicated that the lack of gender specific considerations were significant constraints, with unsanitary living conditions and inadequate toilet facilities hindering their desire to deploy. Female respondents made reference to the lack of privacy in showering areas and toilets, as major obstacles. Below are extracts from the data gathered:



Figure 1: DCC/Tambura TOB

Results from the Elsie Survey 2023

(overnight) kits, which include essential materials such as mosquito nets, sleeping bags, etc., and enhanced IT communication.

“Things such as portable water, availability of food, good internet to enable for personnel connected to their families back home and clean or adequate ablution should not be things for any personnel to worry about, especially females when carrying out their duties.” -UNMISS Elsie Survey

“Yes, endeavor to consider of having a portable ablution or toilet during LDP. Thus, update the sleeping folding bed with mosquito net. Most of the folding bed with mosquito net has a damage already and compromise the safety of users and possible exposure against insect bites such as the deadly mosquito.” – UNMISS Elsie Survey

“UNMISS should provide us with training materials to make an initiative to construct boreholes within the areas so that there won't be problems in drinking water.” – UNMISS Elsie Survey

E. Field Offices (FO)

UNMISS is currently operating in 10 administrative states, with the Juba, Malakal and Bentiu Field Offices being the three largest in terms of uniformed capacity. In the recent OPSP Report, (2022) - “In Bentiu, Malakal and Juba, the OPSP team observed a number of peacekeepers, especially female peacekeepers, living in overcrowded accommodation units. In Bentiu, some of the ablutions were also ill-designed to accommodate women.” As noted in the report, although the Mission has acquired funds to build additional units, bathrooms and kitchenettes, due to financial and space limitations, Bentiu and Malakal could not be prioritized for the 22/23 FY.

“Upper Nile, specifically Malakal where am deployed, is the only place we have protection of civilian (POC) site in the whole of South Sudan with troubled security situation. Poor Living condition here, couple with the volume of work that we do, can be sometime overwhelming. Starting from accommodation, most of the females' uniform personnel do not have accommodation with ablution. Even with those that have, the rooms lack the necessary gadgets, as a such stove, kettle, television and microwave. Also because of the lack of accommodation in Malakal state, two persons are forced to share a very small room which makes life inconvenient.” – UNMISS Elsie Survey

It is worth noting that the Bentiu and Malakal offices, located in the northern region of South Sudan, hold strategic significance for UNMISS, as they play a crucial role in responding to inter-communal conflicts, supporting and safeguarding Internally Displaced Persons (IDP) and POC sites, and addressing challenges related to cross-border migration from Sudan.

Results from the Elsie Survey 2023

Malakal Field Office stands as the sole UNMISS FO responsible for managing a UNMISS Protection of Civilian site while simultaneously ensuring POC across the state. This necessitates a substantial uniformed presence, particularly to facilitate community violence reduction, provide support for training and capacity building of the South Sudan National Police Service (SSNPS), counter conflict-related sexual violence, and engage with communities within and outside the POC Site.

The Bentiu Field Office is confronted with multidimensional challenges surrounding climate security and general insecurity. Unity State has been completely flooded since August 2021, with the FO completely cut off from road access during the rainy season. Additionally, the IDP camp is located adjacent to the Bentiu FO, with an estimated



Figure 5: BOA: Bentiu Field Office

of 108,000 IDPs receiving life-saving support from the UN. Finally, Bentiu FO enables many UN agencies to work, and more than twenty NGOs are active in Unity State.

The BOA noted that the Bentiu FO faced difficulties for the staff members on site is maintaining equipment, particularly the prefabs (roof, floors, air conditioning, sanitary facilities, etc.), which requires materials and parts to be brought in from Juba. These logistical challenges are compounded by the priority given to building and maintaining the dykes.

The BOA noted that the Bentiu FO faced difficulties

F. Conclusion:

Based on the Quantitative/Qualitative data provided, the most commonly cited challenges/needs include:

Ablution - with a focus on mobile ablutions

- LDP kits- many kits are considered overused, and incomplete, with various components missing or deteriorating.
- Communication - it is worth noting the data does not provide detailed insight, however individuals indicated challenges with internet (notably at TOB/COBs), MTN/ZAIN coverage during LDPs, reporting challenges, and need for sat phones.
- Water - the amount of water required for both LDP and COB/TOBs were commonly cited as a major constraint to deployment. The requirement to carry, and the insufficient water provided were both noted.
- Rations - The volume of rations to carry as well as insufficient rations were cited.

Gender Specific considerations:

- Incinerators to dispose of sanitary products.
- Additional measures to support security. Women indicated issues surrounding discipline and conduct, need for lighting, locks on ablution doors
- Burglary, security

Desk Review and consultations found that added support is required in the Malakal and Bentiu FOs.

Annex G

UNMISS BASELINE ASSESSMENT: Number of Uniformed women at 10 UNMISS Semi-permanent locations

Data corrects as at 02 Jun 2025

Compiled by: Soniya Newaskar

Ser No	Location	No of Uniformed Female Peacekeepers/ Individual Uniformed Personnel (IUPs) incl UNMOS, UNPOL, T/PCCs	No of Standalone Ablutions available	Identified Needs	Remarks	Date location established	Distance from permanent base
1.	Bunj (COB)	02 UNMOS 13 Contingent Troops 02 UNPOLS	None	01x Semi Permanent Ablution		2014	309 KM (Malakal)
2.	Kodok (COB)	06 Cotingent Troops 02 UNPOLS	01 (Not separate, no Privacy)	01x Semi Permanent Ablution		2019	63 KM (Malakal)
3.	Renk (COB)	02 UNMOS 02 UNPOLS	01 (Not separate, no Privacy)	01x Semi Permanent Ablution		2012	325 KM (Malakal)
4.	Abiemhnom (TOB)	02 UNPOLS	None	01x Semi Permanent Ablution	Shall facilitate stay of Female Peacekeepers	Mar 2024	201 km (Bentiu)
5.	Leer (TOB)	07 Contingent Troops 02 UNPOLS	01	01x Semi Permanent Ablution		Sept 2016	134 Km (Bentiu)
6.	Koch (TOB)	02 UNPOLS	None	01x Semi Permanent Ablution	Shall facilitate stay of Female Peacekeepers	Feb 2021	105 Km (Bentiu)
7.	Pariang (TOB)	07 Contingent Troops 02 UNPOLS	None	01x Semi Permanent Ablution		Sept 2012	134 km (Bentiu)

8.	Jamjang (TOB)	02 UNPOLS	None	01x Semi Permanent Ablution	Shall facilitate stay of Female Peacekeepers	Apr 2016	180 km (Bentiu)
9.	Tambura (COB)	02 UNMOS 18 Contingent troops 02 UNPOLS	None	01x Semi Permanent Ablution	Shall facilitate stay of Female Peacekeepers	July 2021	619 km (Juba)
10.	Maper (TOB)	02 UNPOLS	None	01x Semi Permanent Ablution	New TOB being Established	-	97 km (Rumbek)
	Total	06 UNMOS 51 Contingent troops 20 UNPOL 77 Total		10 semi- permanent ablutions			

Annex H: Expo Summary

- Expeditionary options/ideas well received by most.
- We need to reconsider the feasibility of the relocatable ablutions with regards to suitability for the environment against cost, need, maintenance. Might be more sensible to use the funding to purchase more expeditionary items or use the funding to purchase sanitary products/options.
- Cultural differences need to be factored into numbers purchased – some cultures would prefer just the tent and to dig a hole rather than the portable loos and/or shewee.
- Shewee were a hit BUT need to look at alternative (wider) options and will need training packages for these items that also includes cleaning.
- Sanitary products and alternative options (and possibly additional training packages) specifically aimed at females operating in the field hygienically, is needed.

Preference of options displayed



Expo Data

	Responses
Porta Potti	14
Portable Toilet	24
Shewee Flexi	36
Shewee Extreme	3

Comments

- Portable toilet is very easy for cleaning and portable
- Porta potti is very comfortable, than portable toilet
- I think it will help ladies going on distance patrols

- Portable toilet is the best one in LDP/ILDLP as it is very easier to carry and very suitable for individual and easy to dispose of waste
- Porta potti is more comfortable
- Flexi is a little bigger
- The Shewee Flexi is a must have for civilians on patrol
- Portable tent is needed
- Need a larger size of shewee
- How to dispose of the waste is still in question, because you have to carry it back to camp
- Porta potti is more comfortable
- Flexi is comfortable because it is soft and flexible
- Porta potti is more comfortable
- Portable toilet is very easy to use
- Flexi - flexible and nice
- I really need the shower idea
- Porta potti quiet, comfortable, and easy to carry
- Porta potti might be more hygienic and the liquid to flush and a separate compartment
- Flexi - easier to use
- We thank you for your support in showing good items and hope that what I select it will be accepted
- Porta potti - better arrangement, looks more clean
- Flexi - flexible and more soft
- We very interest in shower pocket it is very useful. Somehow, I wondering any could help more when we have period. It is always mess and easy to get infected. So I hope would be some solution for it to be more sanitize
- The bucket one is more flexible to carry and hygienic since you use a polythene paper which is disposable
- Oztrail tent is the best ablution system amongst all the demonstration. If the UN can provide this one female pers will be beniffited in remote area (BanEngr)
- For jungle using purpose it would select the 2nd bucket one. It has much flexibility of using carrying and cleaning too
- Portable toilet comfortable and easy to dispose
- Flexi - easy to use, hygienic, portable
- The portable toilets look comfortable to sit on and easily disposable, shower also looks promising, Shewee looks a bit uncomfortable at first glance but might be better than expectation when used. It would've been better if we could have options for sanitary pads as well
- This is a good project for females on the patrols but in case of short calls I think it is better you think something like a jacket you can wear because females need more privacy

- Toilets - Not practical on patrol and road conditions. The FP already establish a protection/observation barrier on LDP, so the tent isn't needed. Tent in the sun is hot and not useful.
- Flexi - easy to use, portable toilet is easy to use. The shower is ok. Makes work easy for field operations
- Portable toilet because it doesn't need more maintenance, and it is somehow easy to use it compare to porta potti.
- Female urination device prefer the flexi but we suggest that you have something to make it big so that the females cannot pee on themselves or even in their uniform while on patrol
- This is totally awesome for use, especially on patrol. It should be an issue especially for an African female like myself, to use ablution when in transit. We need more of these sheweese and covering during our operations.
- All facilities are good but I'm afraid it would be difficult for managing the waste. Pop up ensuit tent is seem more suitable for the patrol
- Interesting or innovative
- For Asian personne, we need the tent to cover our body during the personal activities. We do not prefer these toilet tanks to keep the sewage after the usage during the remote area. The sheweese need more improvisations with the long connecting tube to drain the sewage to prevent the urine returning back. Additionally we still need the box or plastic bag to keep it after use, they still need the water to clean. Especially we do not want to waste water cleaning this during a remote area.

Annex J

PATROLS TO COUNTER COMBAT RELATED SEXUAL VIOLENCE (PTCC)

Part I: References

- A. UN Security Council Resolution 1325, 31 October 2000 (Women, Peace, and Security-WPs) and related resolution.
- B. UN Security Council Resolution 2467 on Conflict Related Sexual Violence(CRSV)(2019).
- C. Secretary-General's report(S-2023-413) on Conflict Related Sexual Violence dated 22 June 2023
- D. Department of Peace Keeping Operations (DPKO)-DFS-Specialized Training Material for prevention at Operational and Tactical Level against Conflict Related Sexual Violence.
- E. UN Security Council Resolution 2729, on extension of the mandate of the UN Mission in South Sudan (UNMISS) until 30 Apr. 2025.
- F. Women Protection and Security (WPS) sourcebook on Addressing Conflict Related Sexual Violence (Second Edition: 2012).
- G. UN Department of Peace Operations Policy on Conflict Related Sexual Violence, 2019.
- H. UN Department of Peace Operations Handbook for United Nations Field Missions on Preventing and Responding to Conflict Related Sexual Violence, 2020.
- I. Protection of Civilians (PoC) implementing guidelines for Military Components, 2023.
- J. Framework for Prevention of Conflict Related Sexual Violence, September 2022.
- K. UNMISS Joint Action Plan of the Armed Forces against Conflict Related Sexual Violence (2021-2023).
- L. Conflict-Related Sexual Violence UNMISS Training Manual dated 17 October 2020.

UNMISS Force defines CRSV as **any Sexual and Gender Based Violence (SGBV) incident taking place in the presence and / or use of a weapon.** The presence of a weapon denotes the presence of conflict, directly or indirectly.

Part II: Introduction

1. UNMISS Mandate clearly states that priority shall be accorded to use of available capacity and resources for protection of civilians (POC) as well as directs UNMISS to 'deter, prevent and respond to sexual and gender-based violence (SGBV)'. Thus, prevention of CRSV and SGBV is clearly a mandated task for all components of the Mission.
2. Hitherto fore, prevention of CRSV had been attempted through training of organized forces, engagement of leadership and communities, reporting and investigation of CRSV incidents while ensuring centrality of 'victim rights'-based approach and conduct of patrols to prevent physical violence in the hope that CRSV that takes place as an adjunct to physical violence is also prevented as a consequence. There were no tactical operations specifically customized and conducted to prevent CRSV and SGBV.

3. **Twilight Patrols.** In October 2022, four women were abducted from the concentration of approximately 11000 Internally Displaced Personnel near Kodok (INDBATT-I Temporarily Operating Base), Upper Nile State in UNMISS. These displaced civilians had concentrated near the UNMISS Base fleeing from the ingoing Neur-Shilluk conflict in the area west of River Nile in Upper Nile State. Analysis revealed that the abductions took place when women had moved alone from the Temporary Protection Area to collect water and firewood and from ablutions to a considerable distance away. Engagement with the community suggested that this is the pattern for most abductions of women and children (girls and boys) in the communities in this area. To counter this, UNMISS Force planned the concept of 'Twilight Patrols', which were small-sized patrols (maximum a section or half a section) to patrol during twilight hours (0400h to 0700h and 1700-1900h) randomly at all locations/routes where women and children were moving unprotected for the stated purposes. This had a salutary impact as no abductions/CRSV/SGBV was reported amongst the 19200 strong presences of IDPs in the general area. This concept was followed sporadically by UNMISS Force in multiple locations. This marked the origin of development of Patrols to combat CRSV (PTCCs) in UNMISS Force.

4. In order to develop specifically customized tactical operations to prevent CRSV (and SGBV as a byproduct), UNMISS Force developed the concept of 'Patrols to Combat CRSV (PTCC)' and commenced its implementation in 2024.

5. Catering to the principle of necessity in South Sudan where the communities suffer from the threat of physical violence, CRSV and floods equally and all of them being inter-related, UNMISS Force has expanded the definition of POC to include physical Violence, CRSV and natural calamities to the extent of the capabilities of the Force in the areas of its deployment.

6. Having done so, the concept of PTCC was developed which entailed two types of PTCC, namely Base PTCC and Deliberate PTCC

Part III: Types of PTCC

7. **Base PTCC.** In all 27 Bases of UNMISS, up to 10km radius from the bases, twilight and day patrols will be conducted regularly and frequently to address possible locations of abductions of women and children in all villages and IDP camps within the 10 km radius from bases (called Base area). These will be small-sized patrols (Section to Platoon minus) which will visit all such locations in the Base Area at least once in three days and if possible, even more frequently. This is to ensure that the Base Area are fully sanitized to ensure best possible prevention of physical and sexual violence.

8. **Deliberate PTCC.** In all areas beyond the Base Area but within the Sector Area of Responsibility (AOR), Deliberate PTCC will be conducted. The Senior Military Observer (SMO) (Colonel-P5) will be responsible to discern 'CRSV Hotspots' based on mission-wide CRSV hotspots mapping provided by Senior Women Protection Advisor of the Mission circulated by Force HQ, pattern of CRSV in the immediate past and analysis of 'Early Warning Indicators' in villages/IDP camps in the AOR. For this purpose, a generic list of Early Warning Indicators has been obtained from the Senior Women Protection Advisor of the Mission and circulated. SMOs will be responsible for developing these indicators in a customized manner as applicable to their AsOR. Thereafter, and integrated and pre-planned PTCC will be conducted to these areas as early as possible but within a month.

9. **Difference between Routine patrols and PTCCs.** Differences lie in tasks, composition, timings and destinations.

a) PTCC Tasks:

- i) Visit designated CRSV Hotspots,
- ii) Engage leadership and communities (particularly women)
- iii) Help community-wide CRSV preventive measures,
- iv) Set up CRSV alert networks
- v) Dominate neighboring areas
- vi) Disseminate 'Referral Pathways' with requisite contact details of 'Victim Rights' Officials in the Mission.
- vii) Inform the community about Victim Rights program of UNMISS
- viii) Report CRSV Victims, if any, discerned during such engagements.

The focus of PTCC is on 'Prevention of CRSV', Identification and reporting of CRSV incidents is a byproduct.

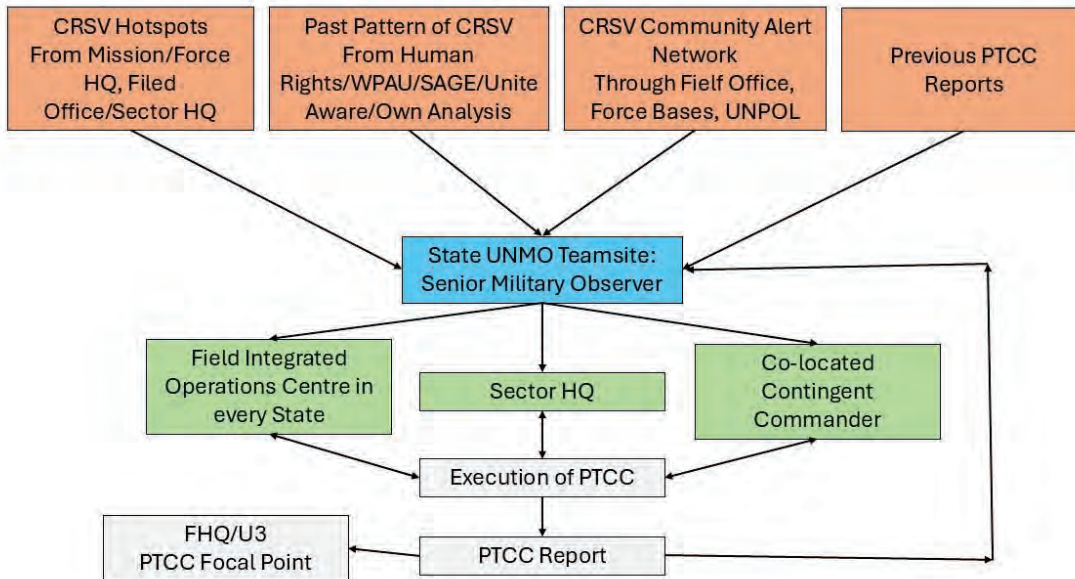
b) **Composition.** PTCC will have a larger women component including Female Engagement Platoons of Infantry Battalions. In addition, they shall have members of mission components like HRD, CPU, PTR, UNPOL and adequate Force Protection.

c) **Timings.** If due early warning is available, PtTCC will be conducted to 'hotspot' destinations before the likely incidence and prevent /deter CRSV by showing strong presence.

d) **Destinations.** Destinations for PtTCC will be based on CRSV hotspots and not necessarily physical violence hotspots. These two are not necessarily congruent in South

Sudan. Locations where women/children frequent in the hotspot areas will be focused upon.

10. **PTCC EWI & Conduct Matrix**



11. **New Positions in Force HQ.** An officer (UNMO) has been made available to form part of Force Gender and Child Protection Team as CRSV and PTCC focal point. An officer of U3 (Operations) Section of Force HQ has been made the PTCC Focal Point. Force Gender and Protection Advisor has been made responsible for coordination of PTCC all over the Mission AOR.

Part IV: Conclusion

12. CRSV is an ongoing and persistent issue that undermines UNMISS’ effort in executing the mandate. UNMISS Force has taken the initiative to proactively prioritizing the issue and taking immediate actions in countering- CRSV. These actions are manifested in PTCC; the tool UNMISS Force has applied to counter CRSV through deterrence and prevention. However, UNMISS Force is one component of UNMISS that are directly tasked to combat CRSV. The level of effectiveness and success of PTCCs will depend on the integrated operations and collaboration amongst UNMISS agencies and civilian organizations. UNMISS Force will lead the way, but only through the combined effort of UNMISS can the Mission achieve the objective of preventing CRSV.

[Annex K](#)

Comprehensive Summary of Key Challenges and Barriers Identified by Women in Focus Group Discussions

The Focus Group Discussions conducted across various UNMISS field locations revealed several significant challenges faced by uniformed women, underscoring systemic barriers to their effective participation in peacekeeping missions. Quantitative analysis of responses provides measurable insights into these barriers:

1. **Lack of ablutions/toilets** (30% of responses, 45 mentions) emerged as the most frequently cited challenge, emphasizing the critical need for gender-sensitive facilities that ensure safety, privacy, and dignity for uniformed women, especially during remote deployments.
2. **Inadequate living conditions** (20% of responses, 30 mentions) were highlighted as a significant barrier, with participants noting issues such as substandard accommodations and lack of essential resources in field locations. These challenges directly impact morale and operational effectiveness.
3. **Limited leadership opportunities** (16.7% of responses, 25 mentions) were frequently noted, reflecting the need for initiatives that promote gender parity in leadership roles and decision-making positions within missions.
4. **Inadequate training opportunities** (13.3% of responses, 20 mentions) underscored the importance of professional development programs to enhance the skills and preparedness of uniformed women for mission-critical roles.
5. **Gender-based discrimination** (12% of responses, 18 mentions) was a recurring theme, revealing persistent systemic and cultural biases that hinder women's full participation and advancement in peacekeeping missions.
6. **Lack of mentorship programs** (10% of responses, 15 mentions) demonstrated the demand for structured support systems to guide and mentor women in their career development.
7. **Additional challenges included inadequate healthcare support** (6.7% of responses, 10 mentions) and family/work balance difficulties (8% of responses, 12 mentions), both of which were noted as critical factors affecting retention and job satisfaction.

Female Annex to Long Duration Patrol Kits



SheWee

Shewee Flexi

Women of the world, you spoke... We listened!

From the makers of the ORIGINAL female urination device, the SHEWEE, we introduce you to - The Flexi! A larger, flexible version of the ORIGINAL Shewee!

Shewee Flexi

Shewee Extreme

SHEWEE is the ORIGINAL female urinating device since 1999!

Use your SHEWEE to urinate whilst standing, without removing any of your clothing.

The Extreme comes with a carry case and an extension tube.

Shewee Extreme



Portable Toilet

If you are after a no-nonsense toilet for camping, caravanning or boating, look no further. Simply line the Elemental Thunder Down Under toilet with the Elemental Thunder Down Under toilet bags (sold separately) and you can easily dispose of your waste. The high-density polyethylene construction is built to last and the 20 L holding capacity is suitable for individuals or families.

Dimensions HxWxD (cm): 65 x 14 x 14 cm

Weight: 1.5kg

[Elemental Thunder Down Under Portable Toilet](#) | [Macpac](#)

12-pack of Elemental Thunder Down Under Toilet Bags for use with the Elemental Thunder Down Under toilet. Line your Elemental Thunder Down Under toilet with these bags for easy disposal of waste. The 100% biodegradable materials, are great for the environmentally conscious.

Weight: 1.5kg

[Elemental Thunder Down Under Toilet Bag](#) | [Macpac](#)



PortaPotti

The family sized Thetford Qube 365 has an increased seating height and waste holding tank level indicator. Also featuring integrated cover lock and pour out spout. This new design has a few improvements like carry handle of the waste holding tank and seating comfort so you will not miss the luxuries of being at home. Great for Caravans, Motorhomes, boats, camping and so much more. Odourless, leak proof and Sanitary will make your outdoor adventures that little more enjoyable.

Ongoing support requirements include: special chemicals and alternative toilet paper

Capacity: 15L rinse, 21L waste

Dimensions HxWxD (cm): 42 x 39 x 43 cm

Weight: 4kg

[Thetford Porta Potti Qube 365 Portable Toilet](#) | Macpac



Annex M: Broad Procurement Plan

1. Project Summary

This plan outlines the procurement of:

- 200 sets Female Specific Items for Long Duration Patrol Kits to enhance peacekeeper self-sufficiency during extended patrols.
- 10 Semi-Permanent Ablution Units to improve hygiene and dignity for troops at remote deployment sites.

As this procurement is to be done through Funding from Elsie Initiative fund, strong coordination with the EIF Secretariat's oversight, in compliance with UN procurement rules and principles (including user-centricity and integrity) shall be ensured.

2. Requirement Summary

Item	Description	Quantity	Delivery Location	Technical Lead
Female Specific items for Long Duration Patrol Kits	Sheweets, Pop-up Suites, Portable showers and portable toilets with disposable bags.	200 kits	All Field Offices	Force & UNPOL
Semi-Permanent Ablutions	Pre-fabricated modular toilet and shower blocks with gender-responsive features	10 units	Identified temporary bases	MSD Engineering Section, Force & UNPOL

3. Procurement Strategy

Method of Solicitation: Likely Request for Proposal (RFP) for ablutions (design-install), and Invitation to Bid (ITB) or RFQ for kits, depending on estimated value and complexity.

Procurement Approach: Combined procurement plan with separate lots to allow vendor specialization and ensure best value.

Funding Consideration: Follow Chapter 4.1 and 15.2 of the Procurement Manual — donor-funded procurement must comply with both UN and donor requirements.

Vendor Market: For kits: global supply market. For ablutions: regional market with prior experience in modular unit installations.

Technical Evaluation: Kits – based on compliance, durability, and sustainability.

Ablutions – based on layout, sustainability, durability, and gender-sensitive design.

Delivery Timeline: Within 90 days of contract signature. Clear milestone tracking.

4. Risks and Mitigation Measures

Risk: Supply chain delays (e.g., customs, transport)

Mitigation: Engage vendors with in-region logistics capacity; include buffer period.

Risk: Vendor non-performance

Mitigation: Include strong performance security and penalties; prequalify vendors with UN experience.

Risk: Incompatibility with donor terms

Mitigation: Early legal review of any donor clauses; clear documentation.

Risk: Fragmentation of contracts

Mitigation: Combine under a single procurement exercise with separate lots to improve efficiency while ensuring competition.

5. Key Procurement Milestones

Milestone	Date
Finalization of Requirements	R+ 7 days

Acquisition Plan Submission	R+ 14 days
Procurement Strategy Approval	R+ 20 days
Solicitation Document Drafting	R+ 28 days
Issuance of RFP/ITB	R+ 30 days
Bid Closing	R+ 51 days
Evaluation & Contract Award	R+ 90 days
Delivery/Installation Completion	R+ 150 days

6. Segregation of Duties

Role	Staff Assigned
Requisitioner	Force + UNPOL
Procurement Official	Procurement Section- UNMISS Mission HQ
Technical Evaluation	Technical experts from respective sections
Financial Certifying Officer	Budget and Finance Section
Vendor Registration Check	MSD Procurement Section Vendor Management Team

7. Environmental and Gender Considerations

- Patrol Kits: Include reusable, environmentally friendly materials.
- Ablution Units: Gender-segregated access, privacy measures, solar water heating if possible.

Reference Chapter 15.2: Sustainability Considerations.

Scope of Work (SOW)

A.1 – Long Duration Patrol Kits

The supplier shall provide 200 sets of Female Specific Items for Long Duration Patrol Kits with the following components:

- 03x Shewees per set
- 01x Pop-up Suite
- 01x Pocket Shower
- 01x Portable Toilet
- Disposable bags

All items must be durable, field-tested, and suitable for harsh conditions. The kits must be packed and delivered to 6 Sector HQs in South Sudan.

A.2 – Semi-Permanent Ablutions

The contractor shall design, supply, deliver, and install 10 modular ablution units dedicated for Uniformed Women at designated temporary bases. Each unit must include:

- Minimum of 4 toilets and 4 showers per unit
- Enclosed privacy features (doors, partitions, roofing)
- Lighting and water heating
- Wastewater drainage and connection to existing sanitation
- Easy-to-clean, durable surfaces
- Non-slip flooring

The contractor shall ensure compliance with UN engineering and environmental standards. Installation may be completed within 45 days of delivery.

Technical Evaluation Template

Evaluation Template for Long Duration Patrol Kits:

1. Compliance with listed components and quality standards (25 points)
2. Durability and material quality (20 points)
3. Suitability for long patrols and field conditions (20 points)
4. Delivery schedule and logistics plan (15 points)
5. Environmental sustainability of packaging and materials (10 points)
6. Warranty and after-sales support (10 points)

Evaluation Template for Semi-Permanent Ablutions:

1. Design and layout functionality (25 points)
2. Gender-responsiveness and privacy measures (20 points)
3. Compliance with UN engineering specifications (20 points)
4. Installation timeline and logistics (15 points)
5. Sustainability features (solar power, drainage, materials) (10 points)
6. Maintenance plan and support (10 points)

Annex N: Strategic Communication Plan

1. Communication Objectives

- Raise Awareness: Ensure understanding among mission personnel, national counterparts, TCCs, and host communities.
- Promote Gender-Responsive Practices: Drive adoption of gender-sensitive standards in field logistics.
- Engage Stakeholders: Foster trust with EIF through transparency and storytelling.
- Drive Behavioral Change: Normalize female-specific support as standard peacekeeping logistics.
- Mitigate Resistance: Use strategic messaging to address cultural and institutional inertia.

2. Key Messages

<u>Stakeholder Group</u>	<u>Core Message</u>
Internal UNMISS, PCCs & TCCs	This project strengthens the operational capacity, security, and dignity of female peacekeepers.
EIF	UNMISS is delivering results aligned with the WPS agenda and measurable gender-responsive impact.
Host Communities & Government	Empowering female peacekeepers supports protection and stabilization mandates.
DPO, UN System & Global Audience	This is a scalable best practice for enabling women's participation in peace operations.

3. Communication Phases & Products

<u>Phase</u>	<u>Timing</u>	<u>Purpose</u>	<u>Tools/Products</u>
Project Launch	Month 1	Introduce objectives and scope	Press release, Info Note, Launch Video
Procurement & Installation	Months 2–5	Visibility into milestones	Photos, social media updates, stories
Field Deployment	Months 5–8	Human impact focus	Photo essays, peacekeeper voices, reels

Monitoring & Evaluation	Months 9–10	Showcase measurable outcomes	Impact dashboard, EIF visuals
Project Closure	Final Month	Celebrate & promote replication	Capstone video, campaign wrap-up

4. Communication Channels

- Internal Platforms: UNMISS Intranet, Field Briefings
- External Media: Radio Miraya, UNMISS Web,
- Social Media: Twitter/X, Facebook
- Partner Networks: T/PCC Gender Advisors, EIF,

5. Roles & Responsibilities

<u>Actor</u>	<u>Role</u>
Chief of Strategic Communications	Lead, approve all public-facing content
UNPOL & Force Gender Teams	Narrative development and coordination
Procurement Section	Provide real-time updates
Engineering & Logistics	Share installation and usage milestones
Mission, Force & UNPOL Public Information Officers	Capture multimedia content
EIF Focal Point	Ensure EIF compliance and branding

6. Risk Mitigation

<u>Risk</u>	<u>Mitigation Strategy</u>
Lack of awareness in field sections	Weekly updates, orientation sessions, Training
Resistance from traditional views	Leadership advocacy and internal messaging
Technical focus overshadows human impact	Use subjective experience narratives

Monitoring and Indicators

<u>Indicator</u>	<u>Means of Verification</u>
Number of outreach products	Communications Tracker
Social media impressions	Analytics Reports
Stories featuring female peacekeepers	Content Review Logs
Donor satisfaction with visibility	Feedback from Elsie Secretariat
Interest from other missions	HQ and inter-mission requests

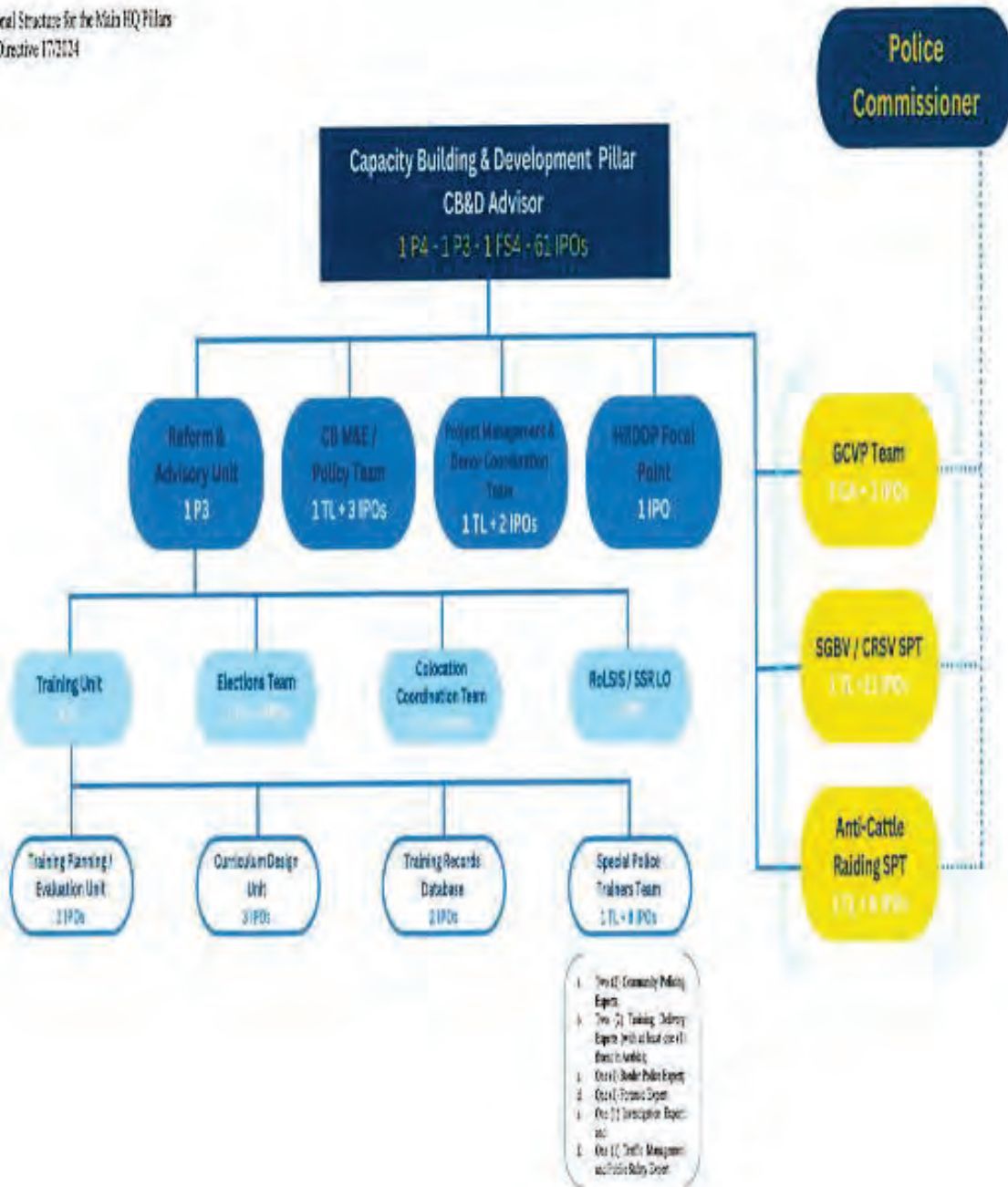
8. Resourcing & Budgeting (Indicative)

<u>Activity</u>	<u>Estimated Cost (USD)</u>
Video content (launch, midline, final)	\$3,000
Design of visibility assets	\$2,000
Field photography/travel	\$2,000
Social media boosting	\$500
Total	\$7,500

Organogram of Gender advisors and Gender Focal Points in the UNPOL Hierarchy in the mission area

Annexure 2 (3/4)

Organizational Structure for the Main HQ Pillars
Ref to PC Directive 17/2014



Annexure 3

Organizational Structure for Malakal Field Office
Ref: PC Directive 17/2024



Organogram of Gender advisors and Gender Focal Points in the Force Hierarchy in the mission area

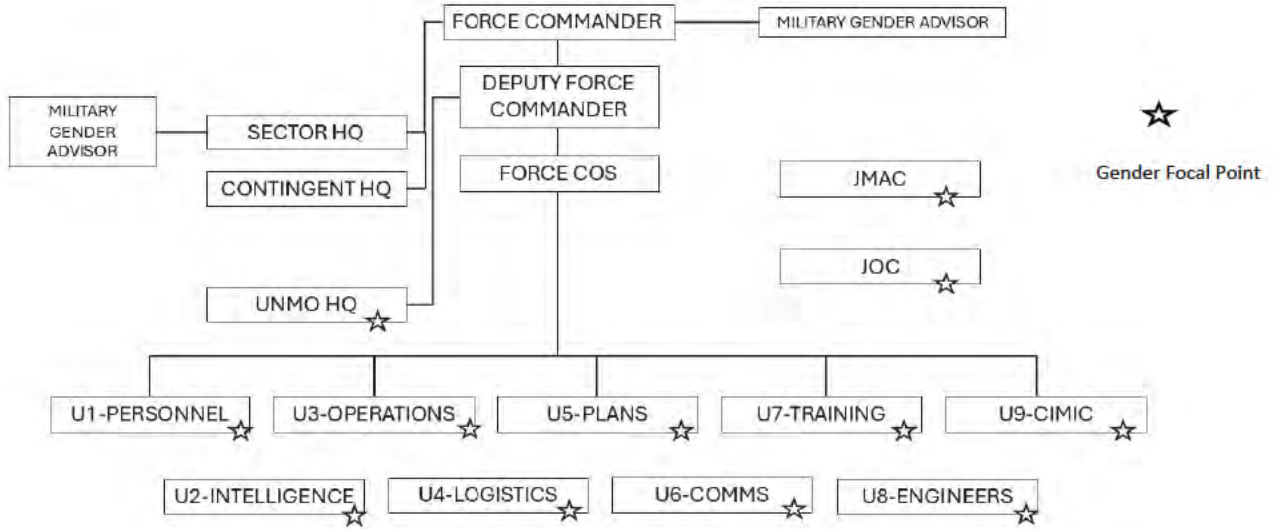


Figure 1: Identification of Military Gender Advisors and Force Gender Focal Points in a Generic FHQ Structure

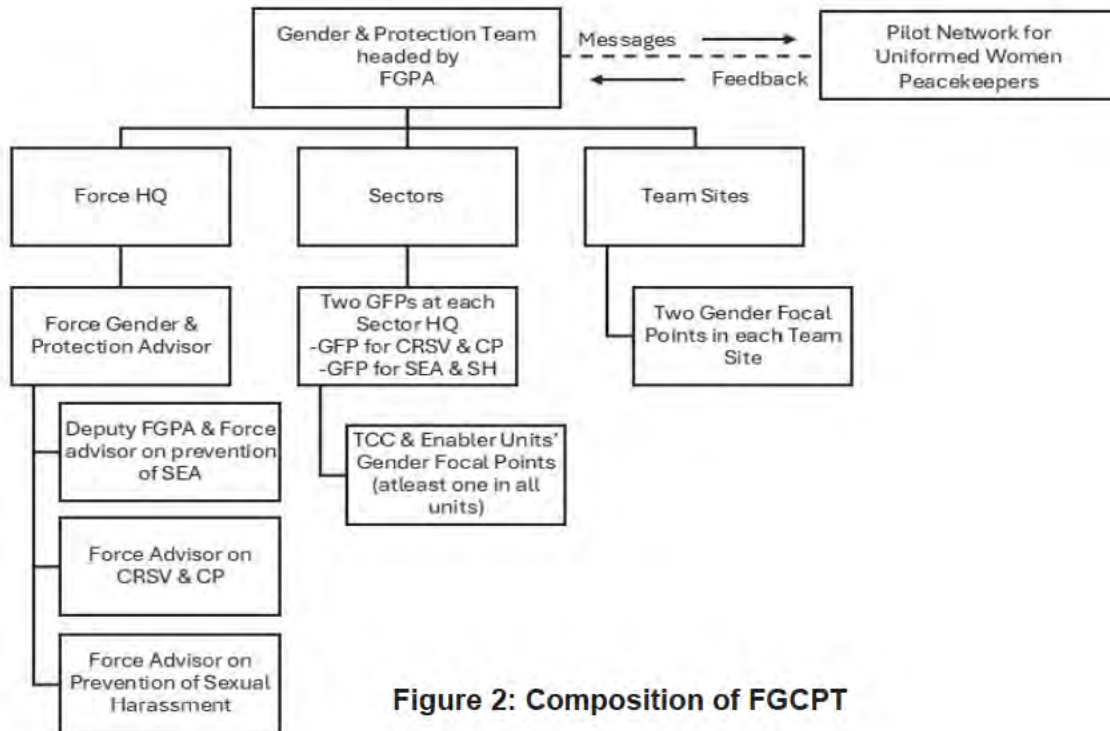


Figure 2: Composition of FGCPPT

