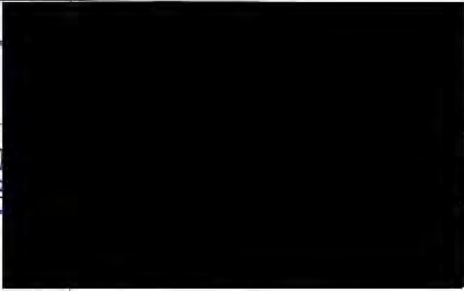
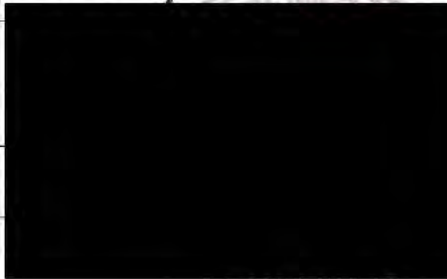


All sections in all parts are to be completed in full by all Fund applicants.

**Part One: Applicant Details**

FUND RECIPIENT <sup>1</sup>		AUTHORISED SIGNATORY <sup>2</sup>	
Organisation Name	UN Women Tanzania	Organisation Name	Tanzania Peoples Defence Forces
Organisation Address	P.O.Box 9182 Dar es Salaam	Organisation Address	194 Dodoma Tanzania
First and LAST NAME	Katherine Gifford	First and LAST NAME	Jacob John Mkunda
Position / Rank / Title	Country Representative a.i	Position / Rank / Title	General Chief of Defence Forces
Signature and Seal		Signature and Seal	
Date of Signature		Date of Signature	
Email: Official		Email: Official	
Email: Other		Email: Other	ptctanzania@gmail.com
Address	P.O.Box 9182 Dar es Salaam	Address	194, Dodoma - Tanzania
Telephone Number	+255 69 9042 460	Telephone Number	+255737880021
AUTHORISED SIGNATORY		IMPLEMENTING PARTNER/S <sup>3</sup>	
Organisation Name	UN WOMEN	Organisation Name	National Bureau of Statistics/ University of Dar-es-Salaam
Organisation Address	P.O. Box 9182 Dar es Salaam	Organisation Address	
First and LAST NAME	Kathrine Gifford	First and LAST NAME	
Position / Rank / Title	Country Representative a.i	Position / Rank / Title	

<sup>1</sup> **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: project focal point is to sign this section.
- PUNO as fund recipient: UN Agency project focal point is to sign this section.

<sup>2</sup> **Authorized 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, the UN Country Head must sign this section.
- Where a UN mission is the fund recipient, the Head of Mission/Force Commander/Director of Mission Support must sign this section.

<sup>3</sup> 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.

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Signature and Seal		Signature and Seal	
Date of Signature		Date of Signature	
Email: Official		Email: Official	
Email: Other		Email: Other	
Address	P.O. Box 9182 Dar es Salaam	Address	
Telephone Number	+255 69 9042 460	Telephone Number	

Project duration: <i>The maximum term for a MOWIP project is 2 years</i>	12 months	Total Budget Requested in US\$	\$280,000.00
-----------------------------------------------------------------------------	-----------	--------------------------------	--------------

Total Budget Requested in US \$	MOWIP Funding Total:	\$ 280,000
	Grand Total: (MOWIP Funding)	\$ 280,000

**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 <u>EIF Operations Manual</u> – Section 8.8	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Agree to the HRDDP requirements, as explained in the <u>EIF Operations Manual</u> – Section 8.7	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

**HRDDP:** Following the conduct of the HRDDP assessment, please describe the key actions and mitigating measures that the T/PCC has agreed to undertake.

**HRDDP:** Based on the findings of the HRDDP assessment TPDF will undertake the following key actions and mitigation measures;

- Signature of an agreement on the research protocol to be used to conduct the barrier assessment including all required ethics safeguards to prevent these risks and foster the independence of the research team (such as safeguards to ensure informed consent, confidentiality, free speech, protection from reprisals including through trainings of the members of the research teams on those issues and more broadly on human rights and gender issues.
- Consider choosing UN Women Tanzania as the fund recipient and contracting research and assessment teams to foster the independence of the research teams, project oversight and capacity building of the research and assessment teams on DCAF methodology including on gender and human rights aspects throughout the project.
- Signature of a data protection protocol agreement before the start of any data collection. The data agreement will specify that no TPDF personnel will be involved in any data processing, i.e., collection which includes interviews,

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transfer and storage of any personal data related to the barrier assessment and that only fully anonymized data will be shared with TPDF.

- TPDF to certify that all TPDF personnel involved in the project's management and coordination (steering committee, workshops, events such as the communication campaign) are against the same requirement as for participation to peacekeeping operations.<sup>4</sup>
- UN Women, in collaboration with the Office of the UN Resident Coordinator, to carry out a screening (open-source research) of all TPDF personnel involved in the management and coordination of the MOWIP project's activities including the communication campaigns to ensure that those involved do not have a public record of human rights violations.
- The Project, TPDF, in collaboration with UN Women and the Office of the UN Resident Coordinator, should:
  - Monitor and report on the implementation of the HRDDP within the framework of the Project, including mitigation measures.
  - Monitor risk trends, with the aim of adapting mitigation measures where necessary.
  - Communicate and dialogue with UN Women and the Office of the UN Resident Coordinator on allegations of serious human rights violations (past or present).

**Elsie Initiative Fund Results Framework:** Indicate the **Primary Outcome** that this project will contribute to (tick one box only):

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

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

**Participating United Nations Organizations** who are the main funding beneficiaries 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.

Please check the box to acknowledge

### Part Two: MOWIP Project Summary

**Title of your Project [20-30 words]**

**Measuring Opportunities for Women in Peace Operations (MOWIP) in Tanzania Peoples Defence Forces**

**Project Summary – description and objectives: [250 - 300 words]**

<sup>4</sup> The Government/TPDF must certify that: i) the beneficiaries have not been involved in a criminal offence, including of sexual nature, or have been convicted of, or are currently under investigation or are prosecuted for any criminal offence, or any violation of international human rights law or international humanitarian law; (ii) The TPDF is not aware of any allegation(s) against these persons that they have been involved, by act or omission, in the commission of any acts that amount to violations of international human rights law or international humanitarian law; (iii) no one of the beneficiaries have been previously repatriated on disciplinary grounds or otherwise barred from participation in United Nations peacekeeping operations in connection with an act of serious misconduct, including sexual exploitation and abuse. Extracted from TPDF, Internal document shared by the TPDF with the consultant, 09 November 2024, p 5-6

*Provide a short summary of your project.*

- *What are the key objectives the project aims to achieve?*
- *What partnerships already exist to support your organization to increase uniformed women's meaningful participation in UN peacekeeping?*
- *What partnerships will the project involve? I.e., Civil Society Organizations (CSO); Research Institutions; Ministries, UN Organizations?*

In line with UNSCR 1325, key national frameworks (see *Part IV*) and the objectives of the Elsie Initiative Fund, this proposed project aims to conduct a baseline assessment of existing barriers hindering the meaningful participation of women in the Tanzania People's Defence Force (TPDF) to UN Peacekeeping Operations (UN PO). The ultimate goal is to increase the number, to inform how to change the norms and behaviors that hinder the effective meaningful participation of uniformed Tanzanian women in UN PO; building on the empirical findings and recommendations from the Barrier Assessment (BA).

The proposed project will use MOWIP Methodology to achieve the objectives below:

1. Identify the main barriers to women's meaningful participation within the ten issue areas outlined in the MOWIP methodology.
2. Identify existing good practices within the TPDF that can be leveraged, scaled up, and/or disseminated more broadly.
3. Formulate a set of evidence-based recommendations for future activities that aim to increase the meaningful participation of women within the TPDF in UN PO.
4. Provide a baseline to measure the progress of future interventions in overcoming barriers to women's meaningful participation in Peace Operations

UN Women has been a key player in advancing the Women, Peace, and Security (WPS) Agenda in Tanzania, significantly influencing policies including the New National Gender and Women Development Policy (2023) that provide the overall national guiding framework for the implementation of international, regional and national GEWE commitments. Also, the first Tanzania National Action Plan of Women Peace and Security (TNAP) for 2025 – 2029 was recently approved and launched on 19 August 2025 at the National Peacekeeping Training Center. The TNAP is designed to enhance gender equality within the country including defense and security sectors. The organization has collaborated closely with the Tanzania People's Defence Forces (TPDF), starting with the development of the Tanzania National Action Plan (TNAP) draft for the implementation of UN Security Council Resolution 1325 (UNSCR 1325) in 2020. This collaborative effort was part of a broader initiative led by the gender machineries in both Tanzania Mainland and Zanzibar. TPDF has been an active member of the WPS National Taskforce since its formation in 2020, playing a significant role in the key processes related to the TNAP. Although the collaboration began earnestly in 2020, it intensified notably between 2022 and 2023 as the TNAP was drafted, consolidated, validated and culminating in its submission for final approval in October 2023. Throughout this period, the TPDF's involvement has been crucial and they continue to play a central role in supporting the implementation of the TNAP.

Recognizing the crucial role of the TPDF in advancing the WPS Agenda in Tanzania, UN Women strengthened its partnership with the TPDF in 2023. A significant aspect of this collaboration has involved the Tanzania Peacekeeping Training Centre (TPTC), where UN Women has provided technical support and coordinated various initiatives. One notable initiative was the joint organization of the 23rd Anniversary of UNSCR 1325 celebrations on October 31, 2023, hosted at the TPTC. This event provided a vital platform for women from different sectors of defense and security —military, police and prisons—to share their experiences and advocate for greater participation and leadership of women in these fields. Additionally, UN Women has supported gender equality and WPS Agenda training for about 450 Tanzania peacekeeping students preparing for deployment from 2023 to 2024. This support is part of a broader effort to enhance the capacity of these groups in upholding WPS principles during international peacekeeping operations.

For this project Tanzania Ministry of Defence and National service through TPDF will partner with UN Women Tanzania as the fund recipient, co-chair of the steering committee and technical supporter of the project while maintaining its leadership and coordination role especially at planning phase, data collection, validation and launching of the report. For implementation of

the MOWIP methodology TPDF will partner with the National Bureau of Statistics (NBS) who is the research partner as the lead implementer and University of Dar es salaam (UDSM), the assessment partner to support the NBS on the qualitative part of the assessment including report writing. While it will be the first time to have a partnership agreement with TPDF to implement a project, UN Women has been working with NBS and UDSM for its Statistic Department and Women's Leadership and Economic Rights (WLER) programme. The research and assessment teams have been selected based on their access and established trust with security institutions and ability to undertake quantitative and qualitative research, Report-writing expertise, Project management skills of creating, implementing and adapting the assessment plan.

### **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?*
- *What high-level actions and commitments will your security institution take to address the MOWIP recommendations and outcomes?*
- *How will the MOWIP report's results inform national security sector reform policy?*

The United Republic of Tanzania (URT), the Commander in Chief is H.E President Samia Suluhu Hassan has demonstrated high-level commitment to advance women's leadership and empowerment within the Government and in the security sector. This includes appointment of female to key Cabinet positions, for example nominating Dr Stergomena Tax as the first female Minister for Defence and National Service, Dr. Tulia Ackson Mwansasu as the Speaker of National Assembly and President of Inter Parliamentary Union.

The Constitution of the United Republic of Tanzania (URT) of 1977 and the Constitution of Zanzibar (1984 revised in 2010) provide the framework for advancing gender equality and equity in opportunities and guarantee equal rights to all<sup>5</sup>. Additionally, the Tanzania Development Vision (2025)<sup>6</sup> for Tanzania Mainland set specific targets for achieving gender equality and women's empowerment in all socio-economic and political spheres. The National Five-Year Development Plan (FYDP III 2021/22-2025/26) recognizes that women's participation in various spheres is vital in ensuring sustainable development. The National Gender and Development Policy (2023) guides the enhancement and strengthening of security systems by recognizing women's contributions and facilitating their decision-making at various levels. MoDANS, like other line ministries, will actively promote and contribute to gender mainstreaming in the development of Vision 2050 which is currently ongoing.

Through its various institutions, MoDANS has developed and implemented gender responsive initiatives aimed at strengthening women's participation and leadership in the security sector. These includes the Tanzania National Defence Act (1966)<sup>7</sup> and its accompanying regulations which consist of Force Regulation Orders, and Recruitment Guidelines. These documents establish a legal and administrative framework that mandates at least 30% of women's enrollment in the TPDF and aligns with UN PKO's requirement that 15% of military personnel deployed within military contingents must be women. However, with a 11% women's representation, TPDF has yet to achieve these targets due to various barriers including availability of few women in the pool meeting the specialty criteria for leadership position but also during the enrollment there is low turnout for women which will be examined by this proposed Barrier Assessment study to provide actionable recommendations to address these barriers. It is important to note that the Force Regulation Orders and Recruitment Guidelines are classified as internal documents only.

Recently, the United Republic of Tanzania (URT) has approved and launched its first NAP on UNSCR 1325. The Plan includes specific objectives aimed at strengthening gender mainstreaming within existing peace and security mechanisms and institutions, such as Peace and Security Committees. Additionally, it focuses on supporting the security institutions in

<sup>5</sup> <https://www.parliament.go.tz/uploads/documents/publications/en/-The%20Constitution.pdf> Chapter One, Part III)

<sup>6</sup> <https://www.dodoma.go.tz/storage/app/uploads/public/5a4/3a4/da7/14751400285a43a4da7687a697085332.pdf> (Para 3.1 Bullet3

<sup>7</sup> <https://andyreiter.com/wp-content/uploads/military-justice/tz/Laws%20and%20Decrees/Tanzania%20-%201966%20-%20National%20Defence%20Act.pdf> [R.E 2002] Under First Schedule Section C.2(6)

developing, coordinating, implementing and monitoring gender responsive programs within the entire sector including gender protection system and career programs. It also facilitates revising training curricula for peacekeeping operations in collaboration with the Tanzania Peacekeeping Training Center (TPTC). This objective aligns with URT's key role in international and regional peace through Peacekeeping Operations such as United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO), Southern African Development Community Mission in Mozambique (SAMIM), United Nation Africa Mission in Darfur (UNAMID), United Nations Interim Force In Lebanon (UNIFIL), United Nations Interim Security Force for Abyei (UNISFA) and United Mission in South Sudan (UNMISS).

TPDF in collaboration with UN Women will ensure that top-management takes ownership and adopts a *whole-of government approach* for the implementation of the MOWIP barrier assessment. The study will enhance understanding and inform the design of policies particularly regarding the office corps. The findings from the assessment will be integrated into the Ministry's plans, policies, budgets and reporting to align with Gender and Development Policy (2023), planned interventions under the NAP and UNSCR 1325. This will be specifically achieved through the development of a sectoral gender strategy.

**Part Three: Barrier Assessment Project Information**

<b>DCAF MOWIP partnership model</b>	<b>Insert: A, B or C in the box below</b>
<p>Which DCAF MOWIP partnership model will your security institution use?</p> <p>Please read "DCAF Explainer 1 - Implementation partnership models and access to the Cornell GSS Lab and DCAF MOWIP Helpdesk support": (<a href="#">EN - FR - SP</a>) on the three partnership models: A, B or C.</p>	<b>C</b>

**Project Rationale and Implementing Strategy [400 – 500 words]**

*Outline the reasons you are applying for EIF funding – what is the organization's motivation?*

- *What activities are you currently undertaking to increase uniformed women's meaningful participation in UN peacekeeping?*
- *How will this project support these current activities?*
- *Explain your proposed approach to project management and monitoring.*
- *What are the key risks to your project and how will they be mitigated?*

MoDANS through TPDF has series of initiatives in place to advocate for increasing the number of *uniformed women's meaningful participation in UN peacekeeping*:

In 2023 and 2024, significant efforts were undertaken to advance gender support for Peacekeeping Operations (PKOs) through various training programs and collaborative initiatives. The Tanzania People's Defence Forces (TPDF), in partnership with UN Women, UNITAR and other international stakeholders, organized workshops focused on gender mainstreaming and gender-responsive peacekeeping. A total of ten (10) workshops were conducted in 2023/2024 period, all centered around the Women, Peace, and Security (WPS) agenda. Additionally, gender support training was also incorporated into pre-deployment training for Tanzanian peacekeepers to ensure that military personnel were well equipped to integrate gender perspectives and considerations in all aspects of their operations.

A significant milestone occurred in October 2024, when 309 Tanzanian troops set to be deployed in MONUSCO completed a training on gender equality and the WPS agenda. This training emphasized the importance of advancing women's peace and security in peacekeeping missions. Additionally, in June 2024, 5 women military officers from Tanzania participated in the

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fourth round of training at the Khawla Bint Al-Azwar Military Academy in Abu Dhabi, in collaboration with UN Women. This training served as a significant platform for empowering women in the military and supporting their leadership roles in peacekeeping operations. Moreover, in May 2023, 133 military personnel (28 women and 105 men) from UNIFIL Pre-deployment contingent was trained on the WPS agenda, by TPDF marking the International Day of UN Peacekeepers. Furthermore, 1,346 Tanzanian peacekeepers, including those deployed to MINUSCA and MONUSCO, received specialized gender training conducted by TPDF in collaboration with UN Women, United Nations Institute of Training and Research (UNITAR) and Global Peace Operation Initiative (GPOI) to ensure they were equipped to support gender-sensitive operations. The TPDF also celebrated the 23rd Anniversary of UNSCR 1325 in October 2023, providing a platform for women across defense and security sectors to advocate for greater female participation and leadership.

Despite these efforts, women from TPDF still represent only 11% of personnel in peacekeeping operations, indicating persistent barriers to their full participation. To address this gap, the BA project will identify key challenges and develop targeted interventions aimed at increasing women’s representation in PKOs. This initiative will leverage national and international platforms, including key observances such as the International Day of Peacekeepers and the Anniversary of UNSCR 1325, to raise awareness about the importance of conducting this barrier assessment and promote gender mainstreaming across defense and security institutions. In line with ongoing efforts to strengthen gender mainstreaming within TPDF that includes strong participation in the TNAP development , awareness raising / training to Peacekeepers, TPDF is committed to take concrete actions and focused implementation on identified barriers, gaps and other initiatives as per the BA report’s recommendations.

**Project Management and Monitoring:**

The barrier assessment project will be managed through a collaborative partnership model “C”, where each partner has clearly defined roles and responsibilities. UN Women, as the fund recipient, will be responsible for managing the financial aspects of the project, ensuring transparency and accountability; while also overseeing the overall project implementation in partnership with TPDF, the project owner. This partnership will be facilitated through a Project Steering Committee that will provide strategic guidance, leadership and technical support.

The Project Steering Committee, Co-chaired by representatives from both TPDF and UN Women, will be essential in guiding the project’s direction and ensuring it remains aligned with its objectives. The committee will also monitor the progress of project implementation, coordinating efforts among the partners and reviewing key deliverables throughout the project cycle. It will play a vital role in maintaining communication and collaboration between all parties involved.

The research and assessment teams (NBS and UDSM), will report on their progress to the steering committee, working together to prepare the final project report. Additionally, UN Women will be responsible for compiling the financial and narrative reports from the research and assessment teams, which will be submitted quarterly to the Elsie Initiative Fund Secretariat. This process ensures that the project remains accountable and aligned with the requirements outlined in Part 10 of the Project Document (PRODOC).

<b>Risks Mitigation Matrix (refer to the detailed risk assessment matrix for further analysis)</b>	
<b>Risks</b>	<b>Mitigation Strategies</b>
1. Lack of political will	There is high-level commitment and technical representation from TPDF and UN Women to coordinate and oversee the BA’s development and implementation. The Gov of URT has committed to implementing TNAP on UNSCR 1325 and support institutionalizing the WPS agenda in sectoral

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	workplans and integrate into national planning processes.
2. Lack of capacity to conduct the BA	The project will engage institutions that have the necessary expertise and skillset to undertake gender analysis. For the BA, the project will engage NBS, a national institution with extensive research experience and have led various nationwide statistical research and data collection. UDSM has strong research background as an academic institution. UN Women will provide technical support through its Statistics Expert (as per needs). This expert has worked closely with NBS and UDSM on various UN Women project. Moreover, Steering Committee will ensure NBS and UDSM have full understanding of the MOWIP methodology, its implementation, and clarity of their responsibilities will be reflected in technical proposal. Furthermore, the MOWIP Methodology orientation training from DCAF will be provided to research and assessment teams on the MOWIP Tools and data analysis to support successful BA implementation.
3. Lack of access to information and personnel/personnel not willing to share experience	TPDF will ensure a positive and collaborative environment for the research and assessment teams by establishing a strong relationship with key personnel, engaging them early and keeping them informed about the project's goals and benefits. Also, formal agreements that outline expectations and responsibilities regarding information sharing will be created including data protection agreements that provide confidentiality assurances to alleviate concerns about sharing sensitive information.
4. Inadequate coordination and monitoring	Application to the EIF Third Programming Round has been very inclusive and participatory and lessons have been learned from other TPCCs as part of an experience-sharing session organized.  The TPDF and UN Women through Technical working Group will be conducting regular meetings to ensure day-to-day coordination, effective reporting and monitoring via appointed focal point.
5. Insufficient time for implementation	MoDANS and TPDF HQ will provide ethical clearance to research and assessment teams to conduct the BA within TPDF. It will also issue clear directives on the project to all Commanders within TPDF which will ensure timely implementation of the project. The Steering Committee will support the timely implementation of the project by having routine progress meetings and ensure regular communication

**Innovation [300 – 400 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?

This barrier assessment on the meaningful participation of women will be conducted for the first time within TPDF. The process will engage both male and female personnel within all services i.e. Land Force/Army, Air Force and Navy, ensuring that TPDF's management actively involves women in every stage of the project, including the design phase and the drafting of the project proposal. This approach aims to ensure an equitable balance throughout the project process. Additionally, the final report will be shared with a wide range of stakeholders, including relevant security agencies, line ministries, UN organizations and national research institutions to inform policy development and programming with the objective of increasing women leadership in the security sector.

This collaborative effort represents an innovative model for multi-stakeholder engagement, which will help identify and address the barriers to women's meaningful participation. Also, Tanzania is now finalizing its first WPS TNAP and TPDF is party of TNAP Technical committee thus TPDF will utilize this platform to advocate for the advancement of the WPS agenda in the Ministry and the defence side.

**Sustainability [300 – 400 words]**

- What actions will your security institution take to ensure that MOWIP recommendations will be implemented in the medium to long-term - beyond the project's implementation, duration, and funding?
- How does your organization propose to continue to build partnerships after this project ends?

Based on findings and recommendations from the BA, the MoDANS through TPDF will implement the following interventions, as relevant based on findings from the MOWIP report:

- Deliberately developing a plan to enroll more women into the TPDF in collaboration with other key ministries to increase the pool of women available.
- Strengthening sectoral Gender Strategies and ensure that identified barriers are clearly addressed in the policy and its implementation strategy.
- An action plan/strategy will be developed to disseminate the findings from the BA at all levels within MoDANS (in addition to the dissemination activities undertaken as part of the BA).
- Organize training of trainers to increase the awareness and capacity of its instructors on GEWE and WPS and organize a yearly refresher session for its staff.
- Work with gender champions to advocate for GEWE within TPDF- to address negative perceptions and social norms that hinder their participation and leadership within the security sector.
- Produce and disseminate success stories of Tanzanian Women Peacekeepers within TPDF through the communications plan of the project as well as during national recruitment campaigns at village levels.
- Participate in observances such as the International Peace Day (21<sup>st</sup> September), UNSCR 1325 Anniversary (31<sup>st</sup> Oct) and UN Day to raise awareness on WPS and call for removal of barriers, increase participation and leadership for women in PKOs.
- To consider developing mentorship programme for young women soldiers joining TPDF and support the development of a women military officers' network.

- Increase sensitization of women soldiers on GEWE and WPS and their impacts in PKOs to support enrollment.

After the project ends, TPDF will formalize a mechanism highlighted as a result of research to ensure appropriate implementation of the MOWIP recommendation and institutionalize directorate of Peace Support Operation (PSO) to oversee meaningful participation of women in peace operations. Moreover TPDF will liaise with existing women networks in Tanzania, such as Africa Women Leadership Network (AWLN) Tanzania Chapter, to ensure alignment with the creation of a women military officer network. As relevant, it will pursue collaboration with NBS to see status of implementation and perceptions around the increase of women participation in PKOs two or three years after completion of the project.

TPDF also plans to apply the EIF Flexible Project Funding to support implementation of the MOWIP recommendations and will continue liaising with UN Women and Geneva Center for Security Sector Governance (DCAF) for capacity-building and technical support when relevant.

### Part Five: Project Results Framework

In the following chart:

- Complete the percentages for your security institution in the baseline data cell, for each category.
- Indicate the target percentage of women who would be eligible to be deployed by your institution during and post-project implementation in the following three years.

EIF Primary Outcome: Accelerate the pace of change towards the meaningful participation of uniformed women from Tanzania 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	2025 (Year at project commencement)	By 2026 (project completion) 11.6% [Military Troops], 50% [Military Observer] 33.3% [Staff Officer]
		10.5% [Military Troops] 50% [Military Observers] and 30.55% [Staff Officer]	By 2028 (two years after project completion)  17.19% [Military Troops] 52.9% [Military Observer] 35.84% [Staff Officer]

Please complete the following Results Framework<sup>8</sup> table and use Appendix A of the explainer to include EIF standard indicators.

<sup>8</sup> **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

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**EIF Outcome 1: Increased country-specific knowledge of barriers to the deployment of uniformed women peacekeepers to UN peace operations**

Objective	Activity	Output(s)	Description	Baseline data	Target
Identify existing barriers and opportunities to the meaningful Participation of Tanzania People’s Defence Force (TPDF) women to UN Peace Operations (UN PO)	Conduct a baseline assessment to map the barriers and opportunities to the deployment of uniformed women is programmed	A comprehensive report identifying the key barriers and opportunities for the meaningful participation of women from the Tanzania People's Defence Force (TPDF) in UN Peace Operations (UN PO), including specific recommendations for overcoming challenges and enhancing engagement.	The Tanzania People’s Defence Forces (TPDF) will undertake a barrier assessment to identify and map out barriers that prevent uniformed women from deploying to and being employed with UN peacekeeping operations. The assessment will use the DCAF MOWIP methodology.	0	1

**Part Six: MOWIP Technical Proposal - Annex A (separate document)**

A MOWIP submission to the EIF Secretariat, from either (i) a T/PCC, or (ii) a PUNO in partnership with a T/PCC, must include as an annex, a **Technical Proposal**. A MOWIP **Technical Proposal** explains how the T/PCC, the **assessment** partner/team, and the **research** institution/partner (as required), will work together to implement each step of the MOWIP, as per the agreed MOWIP partnership model: A, B or C. Instructions and information on what to include in a MOWIP Technical Proposal is available on the EIF Website: MOWIP Technical Proposal Requirements (EN-FR).

**Part Seven: MOWIP Work-Plan Timeline - Annex B (separate template)**

All MOWIP submissions must review the **DCAF MOWIP Template 4 - Assessment Plan Timeline (EN - FR - SP)** to plan their MOWIP project timeline per the T/PCC’s individual situation and context. The DCAF Template 4 is based on best practices from over 15 MOWIPs and provides clear guidance on how each of the MOWIP activities should be sequenced.

T/PCCs are to include in the “Notes and Specific Dates” column, details on how they will plan and conduct each task of each of the six phases: (i) Preparation, (ii) Fact-finding Form (FFF); (iii) Key Decision Maker interview, (iv) Survey, (v) Data Analysis Process, and (vi) Validation Process.

**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.

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T/PCCs are to complete the EIF MOWIP Work Plan Timeline Template and attach it as Annex B.

**Part Eight: Detailed MOWIP Budget (Excel) - Annex C (separate Excel template)**

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

T/PCCs are to complete the EIF MOWIP Budget and attach it as Annex C.

**Part Nine: Project Communications, Advocacy and Visibility**

Outline your communication, advocacy, and visibility plans associated with key MOWIP project activities.

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.

Through implementation of the barrier assessment, TPDF will ensure that information flows adequately within the Defence and Security departments, required visibility given to the process for dissemination of findings and results.

**Overall Objective**

Effectively communicate and engage with military personnel, including decision-makers within the security institution and relevant ministries as well as the public to gain approval and support for the implementation of the MOWIP and support dissemination and localization of the findings.

**Specific objectives**

- I. Raising awareness among key stakeholders about the importance of the MOWIP, its objectives and steps.
- II. Gaining commitments from decision-makers within the security institution and relevant ministries to support implementation of the MOWIP.
- III. Supporting the MOWIP localization within TPDF and respondents to enhance accuracy of the research, including facilitation of meaningful engagement and participation of stakeholders throughout the MOWIP process.
- IV. Promoting the project, ensuring transparency and accountability throughout the MOWIP process.
- V. Supporting dissemination, localization and integration of the MOWIP recommendations in the Ministry's plans.

**Target Audience**

- Senior Leadership of the Tanzania People's Defence Forces.
- Service Commanders (Land forces, Air, Navy and National Services).
- Defence Forces Headquarters Chiefs and Directors.

- Commanders and Principal Staff Officers at Brigade and Unit Levels.
- Military Training Institutions including Peacekeeping Training Centre.
- TPDF Military personnel at all levels.
- Ministry of Defence and National Services and Line ministries, including Ministry of Foreign Affairs, Ministry of Community Development, Gender, Women and Special Groups; and Ministry of Home Affairs.
- International partners and UN Agencies.
- The general and interested public – Civil Society Organizations, women’s network and organizations, including African Women Leaders Network.

### Communication Tools

Throughout the MOWIP implementation, a variety of tools will be utilized to support the research process and disseminate findings and recommendations. Those tools will include:

- **Press release** by EIF with support from TPDF, UN Women and the United Nations information center during the project approval stage. TPDF and UN Women will also conduct a press release during the MOWIP report launch.
- **Social Media campaign** (including joint campaigns with UN Women and other stakeholders) on key messages of the key stages of the MOWIP from the beginning of the MOWIP approval/announcement, during the preparation phase, Launch and dissemination of the report. Media campaigns will also include some video features of key decision-makers from TPDF, UN Women and other participants such as female officers’, to inform the public on what has been done for consideration of Women.
- **Briefs/Reports** will be conducted monthly/ frequently to keep the management informed of the implementation process.
- **One-pager/policy brief(s)** to enhance understanding of the MOWIP process in Tanzania to be shared with the management, participants/interviewees, and the public, specifically women’s rights organizations and academia.
- Tanzania Peoples Defence Forces website.
- Publications which will be circulated to commands, formations and units.
- Circular letters and military messages which will be circulated through both internal and external correspondence.
- Institution notice board where daily information is shared in each unit for the military audience.
- Leverage on International **Days** such as the International Day of UN Peacekeepers, International Peace Day and Anniversary of UNSCR 1325 to raise awareness on the MOWIP and support MOWIP recommendations disseminations.

**Traditional media including Newspapers, Television and community radios** to support the dissemination of the findings and inform communities on the WPS Agenda and MOWIP findings.

Results Level	Indicator(s)	Baseline	Target(s)	Communication tools used	Responsible Institution(s)	Budget	Timeline
<b>Outcome 1.1</b> MOWIP successfully implemented	MOWIP Report Launched	0	1	- Report - Launch event - Social Media Campaign-post - Press release	TPDF (media team - with content creator) & UN Women	N/A	
<b>Output 1.2</b> Enhanced awareness of the military personnel and other key actors on the MOWIP findings	Number of knowledge products	0	6	- 1 x MOWIP final report - 1 x One-pager summary on MOWIP implementation - 1 x One-pager summary on MOWIP Findings	UDSM/NBS with support from content creators from UN WOMEN and TPDF	N/A	

				- 1 x Policy Brief			
	Number of social media posts for the online campaign	0	15 posts during the project (MOWIP approval/announcement, and launching)	- Social media/TPDF sites - Video Features - Quote Cards - Interviews and/or online Q & A sessions on the MOWIP with key leaders	UDSM/NBS with support from content creator from UN Women & TPDF.	N/A	

### Activities

1.2.1 Strategic communication and outreach activities to reach a wide military audience and meaningful conversation.	- Video about the MOWIP conduct and women peacekeepers - Social media posts	UDSM/TPDF with support from content creator with technical support from UN Women	USD 3,204.00 (video photographer costs + transport when needed)	
1.2.2 Produce a series of quote cards/photo props to support various advocacy work/campaigns on military sites on WPS and the MOWIP to be utilized and posted throughout the MOWIP process	- Photo props on WPS and the MOWIP - Quote cards from women peacekeepers and senior leadership - Social Media - Banners	UDSM/TPDF with support from content creator with technical support from UN Women	USD 2,709.00 (printing and production costs)	
1.2.4 Public Launch the MOWIP Report	-Social media about MOWIP findings -Press Release -Military Publication about the MOWIP findings	TPDF in collaboration with NBS, UDSM, UN Women with support from content creator and radios	USD 4,284.00 (Media coverage)	
<b>Total Budget</b>			<b>USD 10,197.00</b>	

### Monitoring and Evaluation

There will be effective monitoring of the planned communication activities, as per the communication strategy. However, the Steering Committee will continue to gather feedback from stakeholders and assess the impact of the strategy to allow adaptability when needed. In addition to the highlighted activities above, the chair of the Steering Committee will ensure that regular ad hoc briefings are held with the management of the Ministry of Defence and National Services to ensure continuous buying from the management and support the implementation process.

### Part Ten: EIF Reporting, Monitoring, and Evaluation Requirements

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
<b>Reporting Period</b>	1 January – 31 March	1 April – 30 June	1 July – 30 September	1 October - 31 December	1 January – 31 December	Project duration
<b>Due Date to EIF</b>	15 April	15 July	15 October	15 January	30 January	Within 3 months of the project closure date. No later than 31 March.
<b>Report Type</b>	- Narrative - Financial	- Narrative - Financial	- Narrative - Financial	- Narrative - Financial	- Financial	- Narrative - Financial
<b>Report Template</b>	- 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
<b>Financial Spot Check (T/PCCs only)</b>				The EIF will organize an independent spot-check to be conducted midway through project implementation		
<b>Bank Statements (T/PCCs only)</b>				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.		
<b>Certified final financial statements and final financial reports</b>				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.		
<b>Post Project evaluation</b>				Where required, the EIF will organize an independent consultant to conduct a post-project evaluation.		

Please check the box to acknowledge the above reporting requirements.

***Part Eleven: Project Risk Management Assessment (Excel) - Annex D (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.

In addition, the following section lists Lessons and Good Practices identified in the conduct of over 15 MOWIPs to date. T/PCCs and Implementing Partners are requested to agree to and implement these good practices, which are specifically

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1. The security institution agrees to communicate the objectives of the barrier assessment study and the voluntary nature of participation, as well as the guarantee of confidentiality, free speech and protection from reprisals to its personnel.
2. For the research team to remain autonomous and independent, it is preferable that security institution personnel including gender focal points refrain from being part of any data gathering during the survey and interview processes.
3. Ensure that the data collection process, including the questions and methodology, is human rights and gender sensitive.
4. Ensure researchers and enumerators are trained on the questionnaires, how to ask sensitive questions, and strategies to deal with difficult situations, for example where a Commander or husband/wife demands to accompany a woman/husband during an interview.
5. Ensure that researchers are mixed gender to enable women researchers to interview women.
6. For key decision-maker interviews (KDMI):
  - a. It is a requirement to conduct the KDMI in person either face-to-face or virtually. They cannot be conducted through circulating the forms as a questionnaire.
  - b. Ensure that researchers and enumerators are always deployed in teams of at least two to avoid prejudice and intimidation, misunderstandings, and misinterpretations of respondent responses and behaviors.
7. **For individual surveys:** ensure that enumerators interview survey respondents one-on-one, preferably with an interviewer of the same gender.
8. **Researcher and enumerator safety.** To ensure the safety of researchers and enumerators during the MOWIP, identify risks specific to the national context, and identify actions to mitigate those risks. The EIF requests the following mitigating measures be considered and implemented by T/PCCs depending on their context and security situation:
  - a. **Security situation in national/regional areas:** implementing agencies are requested to coordinate closely with the Ministry of Interior and/or the Ministry of Defense (MOI/MOD) to obtain up-to-date details on the security situation in regional areas:
    - i. MOD/MOI to brief the survey team before traveling to regional or insecure locations.
    - ii. Once the data collection plan has been finalized, classify locations as high, medium, or low risk, depending on the classification, develop a stakeholder engagement protocol for each level of risk.
    - iii. Coordinate with local authorities and/or Chiefs before departure on a data collection mission.
    - iv. Consider surveying high-risk locations by telephone/online.
  - b. **Evacuation SOP/Protocol:** Develop an evacuation protocol for the assessment partner/team to follow, should a natural disaster, pandemic, or security incident occur, for example:
    - i. Armed hold-up
    - ii. Kidnapping or hostage-taking
    - iii. Vehicle accident.

## Annexes

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

- A. *MOWIP Technical Proposal (separate document)*
- B. *MOWIP Assessment Plan Timeline (Workplan) (separate document) (to complete a blank version)*
- C. *EIF MOWIP Budget (separate Excel document)*
- D. *Project Risk Management Assessment (separate Excel document)*
- E. *Security Institution Personnel Data (included in this template - see below)*
- F. *Security Institution Deployment Planning Data (included in this template – see below).*
- G. *Terms of Reference for the Steering Committee and the Point of Contact (POC) within the Tanzania People's Defence Forces (separate document).*