

# The Elsie Initiative Fund

for Uniformed Women in Peace Operations



2023

ANNUAL REPORT

# Acknowledgements

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

## AUSTRALIA

Total Contribution  
US\$5,550,000

## CANADA

Total Contribution  
US\$18,922,076

2025 New Contribution  
US\$5,903,745

2026 Commitment  
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## DENMARK

Total Contribution  
US\$1,100,000

2026 Commitment  
US\$400,000

## FINLAND

Total Contribution  
US\$1,097,142

# Donor Government Commitments and Contributions as at 31 December 2025

## FRANCE

The EIF gratefully acknowledges the Government of France for its in-kind support through the provision of a Junior Professional Officer (JPO) to the Secretariat, commencing late 2025

## GERMANY

Total Contribution  
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## REPUBLIC OF KOREA

Total Contribution  
US\$1,982,000

2026 Commitment  
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## NETHERLANDS

Total Contribution  
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2025 Commitment  
US\$1,060,445

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Total Contribution  
US\$1,072,321

## UNITED KINGDOM

Total Contribution  
US\$10,040,583

2025 New Contribution  
US\$665,802

The Moroccan Force, the Senegalese Formed Police Unit and the  
al Police conduct a mixed patrol mission to Bushagara internally displaced  
oma, North Kivu, Democratic Republic of the Congo, 10 January 2025

(in Jordan)

# Foreword

from

Photo: Evan Schneider/UN



Photo: Mark Garten/UN

**Ms. Sima Sami Bahous**  
UN Women Executive Director,  
Co-Chair of the Steering Committee,  
Elsie Initiative Fund for Uniformed Women  
in Peace Operations  
&  
**Mr. Jean-Pierre Lacroix**  
Under-Secretary-General for Peace Operations,  
United Nations Department of Peace Operations

In 2025, rising conflict, increased geopolitical tensions and growing pressure on international norms continued to challenge progress on peace, security and gender equality. In this context, the UN80 initiative is driving change across the United Nations' institutional landscape, including in its peace operations, to support them in becoming more agile and responsive to evolving conflict dynamics.

Against this backdrop, the trends documented in the Secretary-General's 2025 report on Women, Peace and Security are increasingly concerning. Over 676 million women now live within 50 kilometres of deadly conflict, the highest level since the 1990s, underscoring the growing exposure of women to conflict and insecurity. Political polarisation, misogyny and gender-based exclusion continue to fuel instability. Inclusion remains essential for building peace, while exclusion fuels conflict and undermines both stability and the rights and opportunities of women.

Peacekeeping remains one of the United Nations' most important tools for supporting international peace and security. The 2025 Peacekeeping Ministerial in Berlin reaffirmed political commitment in a challenging global environment and prompted reflection on the future of peacekeeping, including the need for greater adaptability and responsiveness to emerging threats, climate risks and complex protection needs. In this context, women's full, equal and meaningful participation in peace operations remains essential.

2025 also marked two important milestones: 30 years since the Beijing Platform for Action and 25 years since Security Council resolution 1325, which established the foundation for the Women, Peace and Security (WPS) agenda and called for increased participation of women at all levels of peace and security. The WPS agenda remains a priority for the Department of Peace Operations (DPO) and is anchored



in its Action for Peacekeeping and A4P+ initiatives. In this context, efforts/undertakings such as the Elsie Initiative Fund provide practical support to translate these commitments into action at the national level, ensuring that global commitments are reflected in practical reforms within national security institutions.

Since the launch of DPO's 2018–2028 Uniformed Gender Parity Strategy, notable progress has been made. The share of women in most uniformed personnel categories has doubled; however, women still comprise less than 11 per cent of all uniformed peacekeepers. More women are leading uniformed components in UN peace operations; for example, parity was first achieved in police leadership in 2021. In senior military leadership, however, women continue to be significantly under-represented. While progress has also been made in promoting safe, respectful and enabling work environments, more work is needed to ensure peace operations' facilities and infrastructure, equipment, healthcare and work culture meet the needs of all peacekeepers.

Closing this gap demands sustained, coordinated action to address structural, institutional, and cultural barriers. Following DPO's 2025 review of the implementation of the Uniformed Gender Parity Strategy, priority actions include strengthening gender-responsive leadership, institutionalizing gender parity considerations across policies, processes and accountability mechanisms; strengthening women's access to leadership roles; and improving living and working conditions in missions. DPO has also established the Network for Uniformed Women Peacekeepers, piloted in UNMISS, UNISFA and MINURSO and rolled out to all other peacekeeping operations in 2026, which provides a platform for peer support, knowledge exchange and feedback to leadership.

Addressing these barriers requires practical, targeted support at the national level. This is where the Elsie Initiative Fund plays a critical role in supporting Troop- and Police-Contributing Countries (T/PCCs) to identify and address barriers to women's participation in peace operations. This is complemented by sustained technical support throughout the design and implementation of projects. T/PCCs lead and implement nationally owned reforms tailored to their institutional contexts. As a pooled funding mechanism, the Fund uniquely combines financial and technical support, working directly with security institutions.

As United Nations peacekeeping continues to face budgetary pressures and liquidity challenges, Member States are encouraged to retain—and where possible increase—the share of women deployed, including in contexts where overall force levels are reduced. Maintaining progress will require sustained commitment, including protecting gains made to date and ensuring that women's meaningful participation continues to be prioritised in a constrained resource environment. This matters because we have seen that peace operations are more effective when women and men peacekeepers have equal opportunities to contribute. This allows us to tap into a larger pool of talent and identify personnel with a variety of experiences.

Together with Member States, United Nations peace operations and partners, continued efforts are needed to ensure women can participate fully, equally and meaningfully in shaping and delivering peace.

# EIF Manager's Reflections



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

31 March 2026



Photo: UN

This has been a year of continued pressure on peace operations, with constrained resources, shifting priorities, and growing expectations on what missions are expected to deliver. Ongoing discussions on the future of peace operations, alongside broader reform efforts across the United Nations, reinforce the need to ensure these missions remain effective and credible in a changing environment. In this context, the Elsie Initiative Fund continues to support practical efforts to address persistent barriers and strengthen the meaningful participation of uniformed women, including in operational and leadership roles. This work remains central to the Women, Peace and Security agenda, and to ensuring that commitments translate into practice within security institutions and peace operations, including by strengthening the conditions that enable women to participate fully and effectively.

I would like to thank the Elsie Initiative Fund Secretariat for their work throughout the year. I am particularly grateful to Agathe Christien for her leadership on results and analysis, including leading the drafting and development of this report, with strong support from Marvel Nyama. I also wish to recognise Luke Horswell for his work on communications, including contributing to sections of this report, Vicentiu Vlad for data and analysis, and Naeemullah Naveed for financial review and verification. The contributions of the wider Secretariat team have also been essential throughout the year. The team's consistent commitment—often going above and beyond to manage the realities of working across multiple time zones and demanding timelines—is greatly appreciated. Carolina Carrera Saavedra managed the design and layout of the report, and Laurence Masing-Ah-Hong provided the French translation.

I also thank the leadership and project focal points in Senegal and Togo for their openness and engagement during in-person monitoring missions undertaken in 2025, across both military and police institutions.

Throughout the year, I also had the opportunity to engage directly with donors and Troop- and Police-Contributing Countries, including at the United Nations Peacekeeping Ministerial in Berlin and the International Association of Peacekeeping Training Centres. These engagements provided an opportunity to better understand evolving priorities and to recognise the commitments being made to advance the Women, Peace and Security agenda and to increase women's participation in peace operations in practical terms.

Finally, I extend my sincere thanks to our donors, implementing partners, fund recipients, and stakeholders. Their continued collaboration, trust, and engagement remain essential to sustaining progress, particularly in a constrained and evolving operating environment, where progress cannot be assumed and requires sustained commitment.



# List of Acronyms

<b>A4P</b>	Action for Peacekeeping
<b>A4P+</b>	Action for Peacekeeping Plus
<b>AA</b>	Administrative Agent
<b>AMS-SAAT</b>	Assessment in Mission Service – Selection, Assistance and Assessment Team (DPO – Police Division)
<b>ANSD</b>	Agence nationale de la Statistique et de la Démographie (Sénégal)
<b>ARTC</b>	Army Recruit Training Centre (Ghana)
<b>ARTS</b>	Army Recruit Training School
<b>ASEAN</b>	Association of Southeast Asian Nations
<b>AU</b>	African Union
<b>AUCI</b>	Uruguayan Agency of International Cooperation
<b>BA</b>	Barrier Assessment
<b>BIP</b>	Brigade d'intervention polyvalente
<b>BIPSOT</b>	Bangladesh Institute of Peace Support Operation Training
<b>C34</b>	United Nations General Assembly's Special Committee on Peacekeeping Operations
<b>CAD</b>	Canadian dollars
<b>CADERDT</b>	Centre Autonome d'Etudes et de Renforcement des Capacités pour le Développement au Togo
<b>CANZ</b>	Canada, Australia and New Zealand
<b>CAPEC</b>	Cellule d'Analyse de Politiques Economiques du CIREs (Côte d'Ivoire)
<b>CMDA</b>	Conference of Defence Ministers of the Americas
<b>CEB</b>	United Nations Chief Executives Board for Coordination

<b>CECOPAM</b>	Centro de Entrenamiento Conjunto de Operaciones de Paz de México
<b>CHEDS</b>	Centre des Hautes Etudes de Défense et de Sécurité (Sénégal)
<b>CHOD(S)</b>	Chief(s) of Defence
<b>CIMIC</b>	Civil Military Coordination
<b>CIRES</b>	Centre Ivoirien de Recherches Economiques et Sociales (Côte d'Ivoire)
<b>CPCS</b>	Centre for Peace and Conflict Studies (Cambodia)
<b>CO</b>	Country Office
<b>COB</b>	Company Operating Bases
<b>CSO</b>	Civil Society Organisation
<b>CSW</b>	Commission on the Status of Women
<b>DAC</b>	Development Assistance Committee
<b>DCAF</b>	Geneva Centre for Security Sector Governance
<b>DIIS</b>	Danish Institute for International Studies
<b>DOS</b>	Department of Operational Field Support (United Nations)
<b>DPO</b>	Department of Peace Operations
<b>DRC</b>	Democratic Republic of the Congo
<b>DPPA</b>	Department of Political and Peacebuilding Affairs
<b>ECOSOC</b>	Economic and Social Council of the United Nations
<b>EIF</b>	Elsie Initiative Fund
<b>EIFM</b>	Elsie Initiative for Field Missions Facilities and Infrastructure (DOS)
<b>EOSG</b>	Executive Office of the Secretary-General

<b>ERW</b>	Explosive Remnants of War
<b>FAS – PAC</b>	Femmes Africa Solidarité - Pan-African Centre for Gender, Peace and Development
<b>FPF</b>	Flexible Project Funding
<b>FPU</b>	Formed Police Unit
<b>GAF</b>	Ghana Armed Forces
<b>GCBC</b>	Gender Capacity Building Center
<b>GEM</b>	Gender Equality Marker
<b>GEWE</b>	Gender Equality and Women's Empowerment
<b>GHANBATT</b>	Ghana Battalion
<b>GSS LAB</b>	Gender and Security Sector Laboratory (Cornell University)
<b>GSU</b>	Gender-Strong Unit
<b>IAPTC</b>	International Association of Peacekeeping Training Centres
<b>IPI</b>	International Peace Institute
<b>IPO</b>	Individual Police Officer
<b>IPPOS</b>	International Police Peacekeeping Operations Support Programme
<b>IPSAS</b>	International Public Sector Accounting Standards
<b>IT</b>	Information Technology
<b>KAIPTC</b>	Kofi Annan International Peacekeeping Training Centre (Ghana)
<b>LACUN</b>	Latin American and Caribbean United Nations Conference on Peace Operations
<b>LDP</b>	Long-duration patrols
<b>LOI</b>	Letter(s) of Interest
<b>MEF</b>	Monitoring and Evaluation Framework
<b>MEL</b>	Monitoring, Evaluation, and Learning
<b>MIET</b>	Mobile Information and Education Team
<b>MINUSCA</b>	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic
<b>MINURSO</b>	United Nations Mission for the Referendum in Western Sahara

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



<b>POTI</b>	Peace Operations Training Institute
<b>PSD</b>	Public Security Directorate (Jordan)
<b>PSO</b>	Peace Support Operation(s)
<b>PUNO</b>	Participating United Nations Organisation
<b>RESDAL</b>	Red de Seguridad y Defensa de América Latina
<b>RC/RCO</b>	Resident Coordinator Office
<b>RCAF</b>	Royal Cambodian Armed Forces
<b>RI</b>	Research Institution
<b>S/2025/556</b>	United Nations Security Council document symbol for the 2025 Secretary-General's report on Women, Peace and Security
<b>SAA</b>	Standard Administrative Arrangement
<b>SAAT</b>	Selection, Assistance and Assessment Team (DPO Police Division)
<b>SC</b>	Steering Committee
<b>SCR</b>	Security Council Resolution
<b>SDG</b>	Sustainable Development Goal(s)
<b>SEA/SH</b>	Sexual Exploitation and Abuse/Sexual Harassment
<b>SGBV</b>	Sexual and Gender-Based Violence
<b>SHEA</b>	Sexual Harassment, Exploitation and Abuse
<b>SENFPU</b>	Senegal Formed Police Unit
<b>SENPOL</b>	Senegal Police Unit
<b>SFGC</b>	Strategic Force Generation and Capability Planning Cell
<b>SO</b>	Staff Officer (Military)
<b>SOP</b>	Standard Operating Procedures
<b>SWAT</b>	Special Weapons and Tactics
<b>TCC</b>	Troop Contributing Country
<b>TNA</b>	Training Needs Assessment
<b>T/PCC</b>	Troop- and police-contributing country
<b>TOB</b>	Temporary Operating Bases
<b>TOR</b>	Terms of Reference

<b>UGPS</b>	Uniformed Gender Parity Strategy 2018-2028
<b>UK</b>	United Kingdom
<b>UN</b>	United Nations
<b>UN 80</b>	United Nations system-wide reform effort; United Nations 80th anniversary
<b>UNCT</b>	United Nations Country Team
<b>UNCT-GEM</b>	United Nations Country Team Gender Equality Marker
<b>UNDG</b>	United Nations Development Group
<b>UNDP</b>	United Nations Development Programme
<b>UNGA</b>	United Nations General Assembly
<b>UNIFIL</b>	United Nations Interim Force in Lebanon
<b>UNISFA</b>	United Nations Interim Security Force for Abyei
<b>UNITAR</b>	United Nations Institute for Training and Research
<b>UNMEM</b>	United Nations Military Expert on Mission
<b>UNMISS</b>	United Nations Mission in South Sudan
<b>UNOPS</b>	United Nations Office for Project Services
<b>UNSC</b>	United Nations Security Council
<b>UNSCR</b>	United Nations Security Council Resolution
<b>UNTAC</b>	United Nations Transitional Authority in Cambodia
<b>UN WOMEN</b>	United Nations Entity for Gender Equality and the Empowerment of Women
<b>US\$</b>	United States Dollar - all financial figures in this report are in US\$
<b>WPS</b>	Women, Peace and Security
<b>X</b>	X, formerly Twitter
<b>ZPS</b>	Zambia Police Service

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# Executive Summary

*“ Women have led local mediation, shaped new laws, and advanced justice for survivors of gender-based violence. Yet far too often, they remain excluded from the very tables where decisions about peace and security are made. ”<sup>1</sup>*

António Guterres,  
United Nations Secretary-General.

**Established in 2019, the Elsie Initiative Fund for Uniformed Women in Peace Operations (the EIF) is a multi-partner United Nations trust fund hosted by the United Nations Entity for Gender Equality and the Empowerment of Women – UN Women.**

Building on UN Women’s expertise and leadership in advancing gender equality and women’s participation in peace and security, the EIF supports innovative, evidence-based and nationally led approaches to address barriers to the full, equal and meaningful participation of uniformed women in United Nations peace operations and within national security institutions.

In 2025, the global peace and security environment remained complex, with rising conflict, constrained resources and increasing pressure on peacekeeping operations. Progress on gender equality remained uneven. In this context, ensuring the full and meaningful participation of women in peace operations remains a critical operational requirement and a strategic priority.

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<sup>1</sup> United Nations, 2025, Secretary-General’s remarks to the Security Council Open Debate on Women, Peace and Security, 6 October 2025, accessed 21 April 2026. Available at: <https://www.un.org/sg/en/content/sg/statements/2025-10-06/secretary-generals-remarks-the-security-council-open-debate-women-peace-and-security-bilingual-delivered-scroll-down-for-all-english-and-all-french>

The EIF continued to support Troop- and Police-Contributing Countries (T/PCCs) to identify and address structural, institutional, and operational barriers to women’s participation, through country-led approaches. This included support across recruitment, training, deployment, infrastructure, and institutional policy frameworks.



## Key Results

Through three programming rounds and the launch of its 4th programming round in October 2025, the EIF has continued to expand its portfolio and support the delivery of nationally led projects aligned with its four outcomes.

To date, the EIF has approved over **US\$21 million** in funding for **28** projects that proceeded, covering **25** security institutions across **16** countries, as well as **three** United Nations peacekeeping operations. **Eleven** projects have been completed, all of which achieved their intended results.

EIF-supported interventions contributed to measurable progress in enhancing women’s participation and institutional readiness across key areas:

- **Deployment Outcomes:** In 2025, EIF-supported Troop Contributing Countries (TCCs) deployed women at a rate of **13.2 per cent**, and Police Contributing Countries (PCCs) at a rate of **21.9 per cent**—both above global averages (**8.8 per cent** for military and **21.5 per cent** for police).
- **Gender-Strong Units (GSUs):** Since inception, the EIF has supported **seven** GSUs, including one deployment in 2024-2025 by the Senegal National Gendarmerie.

### Women representation rate

EIF-funded  
TCCs **13.2%**

EIF-funded  
PCCs **21.9%**

**3,316**  
deployed personnel in  
Gender-Strong Units (GSU)

These deployments involved **3,316** personnel, with women representing **19.2 per cent (638)** personnel, demonstrating that higher levels of women's participation are operationally achievable when supported by enabling institutional measures and leadership.

**10**  
**BA reports published**



- **Barrier Assessments:** Twelve institutions have undertaken a Measuring Opportunities for Women in Peace Operations (MOWIP) Barrier Assessment (BA), generating country-specific evidence to inform reforms. **Ten** reports have been published to date.

- **Capacity Building, Outreach, and Reform:** EIF-supported projects continued to strengthen institutional readiness through targeted training, policy development, and improvements to working and living conditions.

Since inception, 3,674 security personnel have been trained on gender issues, gender-responsive leadership, and sexual exploitation and abuse (SEA); 1,673 military personnel have been sensitised on deployment opportunities to United Nations peacekeeping; and seven gender-sensitive infrastructure projects have been completed. In addition, 44,720 students—including 28,958 women—have been reached through outreach on careers in the armed forces.



A women police officer from Côte d'Ivoire serving with MINUSCA supports election security training for Central African internal security personnel in Bouar, Central African Republic, 21 November 2025. The training focused on securing polling stations, electoral materials, public order and the protection of civilians ahead of upcoming elections.

(Photo: MINUSCA)



In 2025, efforts included specialised skills training for 76 women, sensitisation of 240 personnel on United Nations peacekeeping opportunities, validation of two institutional policies, and completion of two gender-responsive infrastructure projects. These efforts strengthen readiness, expand the pool of eligible women and improve the institutional systems and conditions that enable women’s meaningful participation in United Nations peacekeeping.

## Progress against the United Nations Uniformed Gender Parity Strategy Targets

Progress towards the targets set under the United Nations Uniformed Gender Parity Strategy 2018–2028 (UGPS) continued in 2025, although unevenly across categories.

Women represented **10.08 per cent** of all uniformed personnel deployed to United Nations peacekeeping operations (no aggregate target set). All targets for individually deployed police and military personnel were met or exceeded, as well as for Formed Police Units. Participation in military contingents remained below target, with women accounting for **8.09 per cent** of deployed troops against a target of **12 per cent**.<sup>2</sup> These trends highlight continued progress in several areas, while underscoring the persistent challenges affecting women’s participation in military contingent deployments.

The EIF contributes by supporting the enabling conditions required for deployment—such as expanding the pool of eligible women, strengthening readiness, and improving institutional systems. Responsibility for nominating personnel for deployment remains with T/PCCs, and sustained progress will depend on continued national commitment and accountability.

## Fund Governance and Strategic Direction

The EIF supports country-led approaches to identifying and addressing barriers to women’s participation, through a combination of financial support, technical assistance and structured engagement, underpinned by its Monitoring and Evaluation Framework (MEF).

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<sup>2</sup> All Personnel Types – 10.08 per cent (no aggregate target set); Formed Police Units – 17.57 per cent (Target: 15 per cent); Individual Police Officers – 31.26 per cent (Target: 25 per cent); United Nations Military Experts on Mission – 27.95 per cent (Target: 22 per cent); Staff Officers (Military) – 20.37 per cent (Target: 22 per cent); Troops – 8.09 per cent (Target: 12 per cent). United Nations, 2026, *Peace and Security Data Hub*. Accessed 28 March 2026. Available at: <https://psdata.un.org>. United Nations, 2018, *Uniformed Gender Parity Strategy 2018–2028* (targets for 2025). Accessed 28 March 2026. Available at: <https://peacekeeping.un.org/en/gender-parity>

In 2025, the Secretariat strengthened its approach to project development through more structured and sustained engagement with T/PCCs and United Nations partners. This contributed to more focused, realistic, and coherent project designs, with clearer alignment between identified barriers, activities, and expected results. This approach has also required a longer design and approval process.

The fourth programming round was launched in October 2025, continuing to expand the Fund's portfolio and reach, while reflecting lessons from earlier programming rounds and reinforcing a disciplined approach to project scope, prioritisation and use of resources.

## **Strategic Advocacy and Global Influence**

In 2025, the EIF strengthened its role as a contributor to global policy discussions on gender-responsive peacekeeping.

The Fund was referenced in United Nations reporting, including the Secretary-General's report on Women, Peace and Security, as well as in Member State statements and pledges at the Peacekeeping Ministerial in Berlin.

Through communications and advocacy, the EIF also increased its visibility and reach, using digital platforms and storytelling to highlight results and reinforce the operational relevance of women's participation in peace operations.

## **Report Structure and Scope**

This report presents the EIF's results and achievements from 1 January to 31 December 2025. It highlights the results and impacts that have been achieved through EIF-supported projects, as well as innovative practices, lessons learned, and emerging priorities for the Fund. The report is organised into five parts:

**Part 1 – Results and Impact** – presents aggregated results at the impact, outcome and output levels, in accordance with the EIF's MEF, and its four outcomes.

**Part 2 – Advocacy and Communications** – outlines the Fund's growing visibility and engagement in global policy discussions including communications and advocacy activities.



**Part 3 – Project Profiles** – provides an overview of the status of each project active in 2025, including key results and their contribution to the EIF’s results framework.

**Part 4 – Moving Forward – challenges, effective practices, and priorities** – summarises key challenges, lessons learned and effective practices identified through implementation, and highlights areas of continued focus.

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

**Part 6 – Elsie Initiative Fund Expenditures and Liabilities** – provides additional detail on the EIF’s expenditures, liabilities and allocation of funds by funding modality.

In a complex and evolving peacekeeping environment, the EIF continues to support practical, nationally led approaches to addressing barriers to women’s participation. By combining financial support with technical assistance and sustained engagement, the Fund contributes to strengthening institutional capacity and enabling more inclusive peace operations, supporting increased deployment of uniformed women over time.

# Elsie Initiative Fund Overview

**The Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF) is a United Nations multi-partner trust fund administered by the United Nations Development Programme (UNDP) Multi-Partner Trust Fund Office (MPTFO).**<sup>3</sup> Launched in 2019 by the United Nations, Canada and Member States, the EIF supports efforts to increase the meaningful participation of uniformed women in United Nations peace operations. The EIF Secretariat is hosted by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).

In October 2024, the EIF Steering Committee approved the extension of the Fund's Terms of Reference (TOR) to 31 December 2028. This followed an earlier extension to 31 December 2025 agreed in January 2023. Version three of the TOR is published on the EIF website.<sup>4</sup>

The EIF is an innovative, multilateral fund that supports and incentivises global efforts to increase the meaningful participation of uniformed women in United Nations peace operations. It was established to help advance progress towards the gender targets set out in the United Nations Department of Peace Operations' (DPO) Uniformed Gender Parity Strategy 2018–2028 (UGPS).<sup>5</sup> Achieving these targets requires sustained commitment and high-level support from troop- and police-contributing countries (T/PCCs) and the United Nations to ensure that women are deployed at all levels, ranks and roles, including in leadership and decision-making positions.

The EIF supports projects led by T/PCCs as primary fund recipients to identify and address barriers to the deployment of uniformed women peacekeepers at the national level. United Nations entities may also receive funding to support targeted initiatives and pilot innovations that enhance women's participation in peace operations.

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<sup>3</sup> United Nations Multi-Partner Trust Fund Office, 2026, *MPTF Office Gateway – Elsie Initiative Fund*. Accessed 28 March 2026. Available at: <https://mptf.undp.org/fund/eif00>

<sup>4</sup> Elsie Initiative Fund, 2024, *Terms of Reference, version 3*. Accessed 28 March 2026. Available at: <https://elsiefund.org/wp-content/uploads/2024/11/EIF-TOR-2019-2028-FINAL-V3.pdf>

<sup>5</sup> United Nations Department of Peace Operations, 2018, *Uniformed Gender Parity Strategy 2018–2028*. Accessed 28 March 2026. Available at: <https://peacekeeping.un.org/sites/default/files/ugps.pdf>

In addition, the EIF contributes to building the evidence base on barriers to women’s participation and effective approaches to addressing them. This includes generating publicly available knowledge to inform policy and practice, and to support broader efforts to increase the deployment of uniformed women in United Nations peace operations.

Since its inception in 2019, the EIF has conducted **three** programming rounds and launched its **fourth** programming round in October 2025. Troop- and Police-Contributing Countries (T/PCCs) and United Nations peace operations were invited to submit proposals by 31 January and 31 March 2026, respectively. Across the first three programming rounds, 91 letters of interest (LOIs) were received from **38** T/PCCs and eight United Nations entities (see **Table 1**).

As of December 2025, the EIF had approved funding for **30 projects** covering **29 security institutions** across **18 T/PCCs**, as well as **three United Nations peacekeeping operations**.<sup>6</sup> Of these, **nine projects** are implemented by T/PCCs in partnership with a United Nations entity, with the security institution as the beneficiary; **16 projects** are implemented directly by T/PCCs, and **three projects** support United Nations peacekeeping operations. **Two projects** approved under the 3rd programming round did not proceed—one was placed on hold due to national-level developments, and the other was withdrawn following a change in leadership and reassessment of priorities. **Eleven projects** were completed by the end of 2025.<sup>7</sup>

The **third programming round**, launched in March 2023, continued to progress in 2025. The EIF Steering Committee approved nine additional projects during the year, bringing the total number of approved projects under this round to ten.

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6 Since inception, the EIF has approved 30 projects: (i) Bangladesh Armed Forces FPF (1st PR; 2021); (ii) Cambodia Armed Forces MOWIP (2nd PR; 2022); (iii) Côte d’Ivoire National Police MOWIP (2nd PR; 2021); (iv) Côte d’Ivoire National Police FPF (3rd PR; 2024); (v) Côte d’Ivoire Armed Forces MOWIP (3rd PR; 2024); (vi) Republic of Fiji Military Forces MOWIP (3rd PR; 2025); (vii) Fiji Police Force MOWIP (3rd PR; 2025); (viii) Ghana Armed Forces FPF & GSU (2nd PR; 2022); (ix) Jordan Public Security Directorate FPF (1st PR; 2021); (x) Liberia Armed Forces MOWIP (1st PR; 2021); (xi) Liberia Armed Forces FPF (3rd PR; 2025); (xii) Mexico Armed Forces, Navy, and Police MOWIP (1st PR; 2021); (xiii) Niger Armed Forces and Police FPF (1st PR; 2021); (xiv) Senegal Armed Forces MOWIP (2nd PR; 2022); (xv) Senegal National Gendarmerie FPF & GSU (1st PR; 2020); (xvi) Senegal National Police FPF & GSU (1st PR; 2020); (xvii) Republic of Sierra Leone Armed Forces MOWIP (1st PR; 2021); (xviii) Republic of Sierra Leone Armed Forces FPF (3rd PR; 2025); (xix) Sierra Leone Police MOWIP (1st PR; 2021); (xx) Tanzania People’s Defence Force MOWIP (3rd PR; 2025); (xxi) Togo Armed Forces FPF (1st PR; 2021); (xxii) Togo Police MOWIP (2nd PR; 2021); (xxiii) Uganda Police Force MOWIP (2nd PR; 2022); (xxiv) Uruguay Armed Forces FPF (2nd PR; 2022); (xxv) Zambia Police Service FPF (2nd PR; 2022); (xxvi) UNIFIL FPF (2nd PR; 2021); (xxvii) MINUSMA FPF (2nd PR; 2022); (xxviii) UNMISS FPF (3rd PR; 2025)

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

**Table 1. Summary of LOIs received by the EIF  
in the first three programming rounds, as of 31 December 2025**

PROGRAMMING ROUND	# LOIS	# T/PCC	# PUNOS	# NEW T/PCCS (NOT PREVIOUSLY APPLIED)	# LOIS FROM T/PCCS	# T/PCC SECURITY INSTITUTIONS SUPPORTED	# LOIS FROM ORGANISATIONS	# APPROVED PROJECTS
<b>1: LAUNCHED JUNE 2019</b>	41	19	4	19	35	13	6	10
<b>2: LAUNCHED APRIL 2021</b>	20	16	2	7	18	8	2	10
<b>3: LAUNCHED MARCH 2023</b>	30	22	3	12	27	Up to 19: 13 MOWIP 6 FPF <sup>8</sup>	3	10 to date
<b>TOTAL</b>	91 <sup>9</sup>	38 <sup>10</sup>	7 <sup>11</sup>	38	80	Up to 40	11	30

## EIF Governance

The EIF is governed by a Steering Committee comprising contributing Member States and United Nations representatives, which provides strategic oversight and decision-making on the Fund's priorities and project approvals.

In 2024, the composition and structure of the Steering Committee were updated. Canada, as a founding member and Co-Chair from the EIF's inception until December 2024, remains a member of the Steering Committee for the extended period of the Terms of Reference to 31 December 2028.

Co-chair arrangements are agreed by the Steering Committee. The United Kingdom served as Co-Chair in 2025, providing active leadership and support to the Steering Committee, including guiding discussions on project approvals, and supporting the high-level launch of the fourth programming round in October 2025. Germany will serve as Co-Chair in 2026, followed by Australia for the 2027–2028 term.

<sup>8</sup> All security institutions listed under approved projects previously completed an EIF-funded Measuring Opportunities for Women in Peace Operations (MOWIP) Barrier Assessment (BA).

<sup>9</sup> While the EIF receives a high number of LOIs, only a limited number can be supported. Selections are made in line with the EIF Terms of Reference and subject to available resources.

<sup>10</sup> Where a T/PCC submitted more than one LOI, it is counted only once.

<sup>11</sup> Where a PUNO submitted more than one LOI, it is counted only once.

## EIF Governance Structure

The EIF is governed by a Steering Committee, which provides strategic oversight and decision-making on the Fund’s priorities and project approvals, in accordance with United Nations regulations and procedures. The Steering Committee meets in person once or twice a year and may also convene virtually, as required.

The Steering Committee comprises both permanent and rotating members. Permanent members include the DPO, the Executive Office of the Secretary-General (EOSG), and UN Women, which also serves as Co-chair and hosts the EIF Secretariat. Rotating members serve two-year terms and include a contributing country, a Troop- or Police-Contributing Country (T/PCC) eligible for Official Development Assistance (ODA), and a member of Canada’s Elsie Initiative Contact Group. Further information on the rotating members is available on the EIF website.<sup>12</sup>



**UNIFIL Italian peacekeepers patrol alongside Lebanese Armed Forces personnel in Alma Shaab, near the Blue Line, south Lebanon, 13 August 2025. UNIFIL conducts daily patrols across its area of operations, including to monitor and report unauthorised weapons to the Lebanese Armed Forces.**

(Photo: Pasqual Gorriz/UN)

<sup>12</sup> Elsie Initiative Fund, 2026, *Structure of the EIF*. Accessed 31 March 2026. Available at: <https://elsiefund.org/structure-eifund/>

The MPTFO, as Administrative Agent, is responsible for the receipt, administration and disbursement of funds in accordance with Steering Committee decisions and United Nations regulations. It serves as an ex officio member of the Steering Committee and does not have voting rights. Fund disbursements are authorised by the United Nations Co-chair.

The Technical Committee, established by the Steering Committee, provides technical guidance to the EIF Secretariat. It brings together expertise across gender, academia, field missions, and military and police operations.

The EIF Secretariat, hosted by UN Women, is responsible for the day-to-day management of the Fund. This includes providing technical and administrative support to the Steering Committee, conducting due diligence on project proposals, overseeing monitoring and evaluation processes, and supporting applicants throughout the project cycle.

## Partnerships and Collaboration

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

- **DCAF – Geneva Centre for Security Sector Governance and Cornell University’s Gender and Security Sector Lab (GSS Lab):** DCAF and the GSS Lab developed the Measuring Opportunities for Women in Peace Operations (MOWIP) Barrier Assessment (BA) methodology in 2020 as part of the Elsie Initiative.<sup>13</sup> DCAF also established a Help Desk to provide technical support for implementation.<sup>14</sup> The EIF maintains close coordination with both institutions to support T/PCCs undertaking or planning a MOWIP BA, including guidance on methodology, implementation and partnership models.<sup>15</sup>
- **Donors:** The EIF is funded through contributions and in-kind support from its donors. As of 31 December 2025, contributions and commitments totalled US\$47.75 million, exceeding the Fund’s initial target. Sustained and expanded donor support will be critical to support the continued scale and ambition of EIF programming. Further details can be found on the EIF portal on the MPTFO website.<sup>16</sup>

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<sup>13</sup> DCAF – Geneva Centre for Security Sector Governance, 2026, *The Elsie Initiative*. Accessed 31 March 2026. Available at: <https://www.dcaf.ch/elsie-initiative>; Gender and Security Sector Lab, 2026, *About the Lab*. Accessed 31 March 2026. Available at: <https://www.sabrinamkarim.com/gsslab>

<sup>14</sup> DCAF – Geneva Centre for Security Sector Governance, 2026, *Measuring Opportunities for Women in Peace Operations (MOWIP)*. Accessed 28 March 2026. Available at: <https://www.dcaf.ch/mowip>

<sup>15</sup> DCAF – Geneva Centre for Security Sector Governance, 2023, *Explainer: Options for Implementing the MOWIP Methodology*. Accessed 28 March 2026. Available at: [https://www.dcaf.ch/sites/default/files/imce/GSD/Explainer\\_01\\_Options\\_Implementation\\_Modalities\\_26.05.2023.pdf](https://www.dcaf.ch/sites/default/files/imce/GSD/Explainer_01_Options_Implementation_Modalities_26.05.2023.pdf)

<sup>16</sup> United Nations Multi-Partner Trust Fund Office, 2026, *Elsie Initiative Fund*. Accessed 31 March 2026. Available at: <https://mptf.undp.org/fund/eif00>

- **Member States, Fund Recipients, and Implementing Partners:** The EIF works closely with Member States, fund recipients and implementing partners, including regional and national military and police organisations. The Secretariat with UNDP, the United Nations Office for Project Services, (UNOPS) and UN Women regional and country offices to support the development and implementation of submissions from T/PCCs and Participating United Nations Organisations (PUNOs).
- **Department of Peace Operations (DPO):** The EIF collaborates closely with DPO, including the Office of Military Affairs (OMA), Police Division (PD), Office for Coordination and Shared Services (OCSS), and the Strategic Force Generation and Capability Planning Cell (SFGC), which provide strategic and technical input to support EIF programming.
- **Department of Operational Support (DOS):** Through the Canada-funded Elsie Initiative for Field Missions Facilities and Infrastructure project, DOS has developed gender-sensitive infrastructure guidelines for United Nations field missions. These can also inform infrastructure development in T/PCC contexts. The EIF also works with DOS to support the development of submissions from United Nations peace operations.<sup>17</sup>
- **The Women, Peace, and Security (WPS) Community:** The EIF engages with research institutions, civil society organisations and professional networks working to advance the WPS agenda, including military and police leadership networks, training institutions and multilateral organisations. These partnerships support knowledge exchange and contribute to broader efforts to promote gender equality in security institutions.

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<sup>17</sup> United Nations, 2026, *Supply Chain launches 2nd phase of the Elsie Initiative for Field Missions*. Accessed 28 March 2026. Available at: <https://www.un.org/en/delegate/supply-chain-launches-2nd-phase-elsie-initiative-field>

# Highlights

**The Elsie Initiative Fund**



- 25 JANUARY
  - **GHANA** Armed Forces inaugurates 200-bed female trainee accommodation facility
- 29 JANUARY
  - **CANADA** – EIF Steering Committee (SC) Founding Member
  - **UK** - succeeds Canada as EIF SC Co-Chair
- 20 MARCH
  - **BANGLADESH** Armed Forces and UNOPS signs EIF project funding agreement
- 07 MAY
  - EIF attends Peacekeeping Ministerial, Berlin, **GERMANY**
- 15 MAY
  - **TOGO** Armed Forces completes 30-bed women's accommodation facility
- 06 MAY
  - EIF SC approves **FIJI** Armed Forces and Police MOWIP projects
- 10 JUNE
  - EIF SC approves **SIERRA LEONE** Armed Forces FPF project
- 17 JUNE – 29 JUNE
  - EIF conducts 2nd project monitoring visit to **TOGO** (Armed Forces and Police)
- 20 JUNE
  - EIF Secretariat briefs **DONORS and SC** on the **2024 EIF Annual Report**
- 24 JUNE
  - EIF presents at **Preparatory Meeting of States on the Global Framework on Ammunition** side event
- 30 JUNE – 5 JULY
  - EIF conducts 2nd project monitoring visit to **SENEGAL** (Gendarmerie and Police)
- 09 SEPTEMBER
  - EIF SC approves **TANZANIA** Armed Forces MOWIP project



- 29 SEPTEMBER  
- EIF SC approves **UNMISS** FPF project
- OCTOBER  
- **SENEGAL** National Police adopt Gender Policy
- 02 OCTOBER  
- EIF SC approves **CÔTE D'IVOIRE** National Police FPF project
- 08 OCTOBER  
- EIF presents at the III LAC Ministerial **Conference on UN Peacekeeping Operations, PARAGUAY**
- 09 OCTOBER  
- EIF launches **4th PROGRAMMING ROUND** (PR)
- 14 – 28 OCTOBER  
- EIF delivers Webinar Series: **Technical Brief** and **4 CAPACITY BUILDING WEBINARS** for 4th PR applicants
- 16 OCTOBER  
- EIF presents at **OIF-SENGHOR UNIVERSITY** training on **Women, Peace and Security** (on-line)
- 27 OCTOBER  
- EIF presents at UN launch: **Through Her Lens: Women Rising for Peace** exhibition, in margins of the Security Council WPS Open Debate
- 6 NOVEMBER  
- EIF presents at **MALAWI** Police Service **WPS Conference** (on-line)
- 11 NOVEMBER  
- EIF presents at **INTERNATIONAL ASSOCIATION OF PEACEKEEPING TRAINING CENTRES (IAPTC)** conference, **ITALY**
- 3 DECEMBER  
- EIF presents at XVII Conference of Americas' Defense Ministries Ad Hoc **WPS working group, COLOMBIA**
- 04 DECEMBER  
- EIF presents at **AUSTRIAN** Federal Ministry of Defence International **WPS Conference**

# Part 1



MONUSCO Police Special Protection Team against Sexual and Gender-Based Violence holds an awareness session with women leaders on preventing and responding to sexual violence, in partnership with the Congolese National Police's Child Protection and Sexual Violence Prevention Unit, Kinshasa, Democratic Republic of the Congo, 11 June 2025.

(Photo: MONUSCO)

# Part 1: Results and Impact

## **In 2025, the Elsie Initiative Fund (EIF) continued to focus on delivering measurable results that advance the meaningful participation of uniformed women in United Nations peace operations.**

Across the portfolio, EIF-funded projects helped address barriers to women’s deployment by strengthening eligibility and readiness, improving conditions in the field, and supporting institutional change within national security services. Together, these efforts moved the Fund closer to its ultimate impact: accelerating progress towards the meaningful participation of uniformed women in both United Nations peace operations and national security institutions. The results and impact of 14 ongoing projects and one successfully completed project in 2025 are outlined below. Further details on EIF-funded projects can be found in Part 3 – Project Profiles.

A key focus during the year was the roll-out of the third programming round, through which seven new projects were approved by the Steering Committee. To support implementation quality and value for money, the EIF Secretariat worked closely with partners to strengthen project design and readiness, including through sustained technical engagement and iterative refinement of proposals, with particular attention to realistic activity planning, robust results frameworks, risk registers, and sustainability plans aligned with the EIF Monitoring and Evaluation Framework (MEF). The Secretariat also conducted monitoring visits to Togo and Senegal to assess progress across four projects from the first and second programming rounds. These visits helped capture practical lessons and human-interest stories demonstrating how EIF investments—combining financial support with technical guidance and design support—are translating into change on the ground. These lessons and stories are featured in Parts 1 and 3.

This section provides an overview of the EIF MEF and presents aggregated results at the impact, outcome, and output levels.



UNIFIL Hungarian peacekeepers conduct a patrol along the Blue Line, near Yaroun, south Lebanon, 26 November 2025. UNIFIL conducts daily patrols throughout its area of operations, including to monitor and report unauthorised weapons to the Lebanese Armed Forces.

(Photo: Pasqual Gorriz/UN)

# EIF Monitoring and Evaluation Framework (MEF)

As set out in the EIF MEF, the Fund’s ultimate impact is to help accelerate progress towards the meaningful participation of uniformed women in United Nations peace operations. The EIF also contributes to the global evidence base on what works to increase women’s representation by generating and sharing knowledge and by supporting advocacy and engagement with key stakeholders. These impacts are pursued through four outcomes, and each EIF-funded project contributes to one or more of them.

The EIF contributes to the United Nations Sustainable Development Goals (SDGs) 5 and 16,<sup>18</sup> and all EIF-funded projects are classified as United Nations Country Team (UNCT) Gender Equality Marker (GEM) – UNCT-GEM 3.<sup>19</sup>

## ➔ **OUTCOME 1:**

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

Understanding the barriers that limit women’s full and equal participation in peace operations—and within national security institutions—is a prerequisite to designing effective solutions. Under this outcome, the EIF supports comprehensive Barrier Assessments (BAs) that generate country-specific evidence and inform practical recommendations to reduce barriers to deployment.

## ➔ **OUTCOME 2:**

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

The provision of financial assistance and commitments through the Gender-Strong Unit (GSU)<sup>20</sup> premium can support troop- and police-contributing country (T/PCC) fund recipients to further enhance the meaningful participation of uniformed women across all levels, including in leadership and technical roles.

<sup>18</sup> The EIF contributes to SDGs 5 and 16. SDG 5 aims to achieve gender equality and empower all women and girls, while SDG 16 seeks to promote peaceful and inclusive societies, ensure access to justice for all, and build effective, accountable, and inclusive institutions.

<sup>19</sup> The United Nations Country Team (UNCT) Gender Equality Marker (GEM) is a planning and accountability tool that tracks how UNCTs allocate resources to advance gender equality and women’s empowerment (GEWE). It uses a four-point coding scale (0–3) to indicate the planned contribution of a sub-output to gender equality. United Nations Sustainable Development Group (2024), *UNCT-GEM Guidance Note*. Accessed 11 February 2026. Available at: <https://unsdg.un.org/resources/unct-gender-equality-marker-guidance-note-2024>

<sup>20</sup> A Gender-Strong Unit (GSU) is a military unit or Formed Police Unit (FPU) that includes a high percentage of women in operationally significant roles. The GSU premium is designed to incentivise T/PCCs to train, deploy, and integrate more women into formed units, ensuring horizontal and vertical integration across all roles and ranks. The term “GSU” is specific to the EIF and should not be confused with the gender-integrated FPU of the Department of Peace Operations (DPO) Police Division.

### **OUTCOME 3:**

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

A larger pool of eligible women across ranks is essential to increase women's participation in peace operations over time. Under this outcome, EIF-funded activities may include strengthening recruitment policies and procedures, targeted outreach and recruitment campaigns (including to students), and capacity-building to build skills and prepare candidates for national and United Nations examinations.

### **OUTCOME 4:**

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

Safe, dignified, and gender-responsive conditions are critical for enabling women to deploy and perform effectively, particularly in remote and high-risk environments. This outcome is advanced through innovative in-mission pilots and the provision of gender-sensitive infrastructure and equipment that improve safety and day-to-day living and working conditions.

## **EIF Impact**

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

In 2025, the EIF contributed to progress towards its ultimate impact of increasing the meaningful participation of uniformed women in United Nations peace operations. Women's participation in United Nations peace operations continued to increase overall, although progress remained uneven across military and police deployments. Globally, women accounted for 8.8 per cent of deployed military personnel and 21.5 per cent of deployed police personnel. This marks clear progress since 2018, when women represented 4.0 per cent of military personnel and 11.3 per cent of police personnel.

EIF-supported countries also continued to perform well in 2025. Women accounted for 13.2 per cent of personnel deployed by EIF-supported troop-contributing countries (TCCs) and 21.9 per cent of personnel deployed by EIF-supported police-contributing countries (PCCs). Both figures were above the corresponding global averages. Overall, this suggests that EIF-supported countries continued to compare favourably with wider peacekeeping trends, while also showing important differences across funding modalities and categories of personnel.

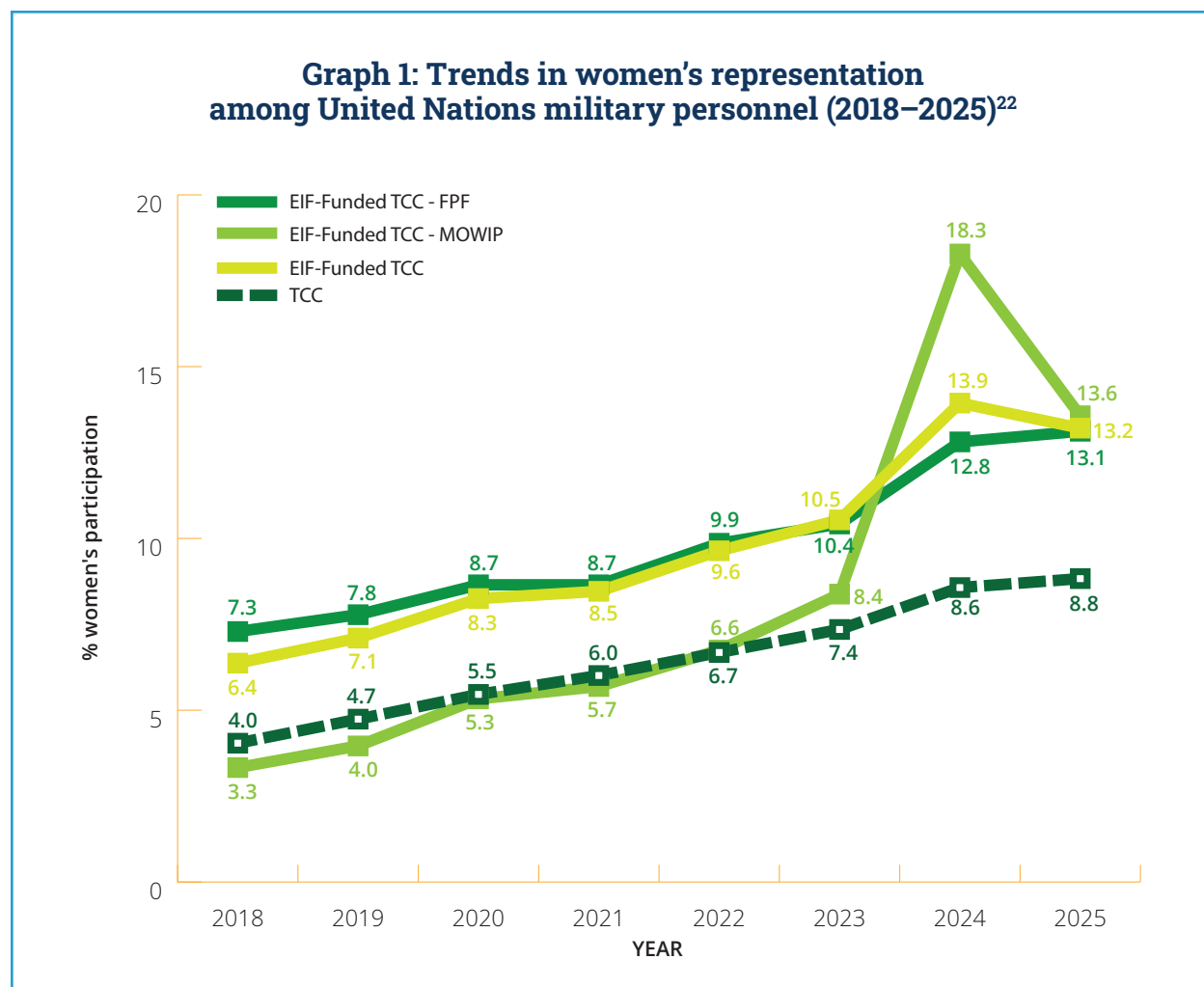
To better illustrate how these trends have evolved over time, Graphs 1 and 2 show how women's deployment rates changed between 2018 and 2025. The figures reflect annual averages and are presented separately for military and police personnel, with further disaggregation by EIF funding modality: Measuring Opportunities for Women in Peace Operations (MOWIP) BA and Flexible Project Funding (FPF).<sup>21</sup>

<sup>21</sup> All EIF fund recipients that requested funding to undertake a BA used the DCAF – Geneva Centre for Security Sector Governance (DCAF) MOWIP BA methodology. *DCAF (2020), MOWIP*. Accessed 6 March 2026. Available at: <https://www.dcaf.ch/mowip>

**Graph 1** shows how the proportion of women deployed by TCCs has changed since the launch of the Department of Peace Operations’ (DPO) Uniformed Gender Parity Strategy 2018–2028 (UGPS). It compares the global trend with the experience of EIF-supported TCCs and distinguishes between countries supported through a MOWIP BA or through FPF.

Over the full period, the overall direction is positive. Across all TCCs, women’s representation

more than doubled from 4.0 per cent in 2018 to 8.8 per cent in 2025. EIF-supported TCCs also made strong gains, more than doubling from 6.4 per cent to 13.2 per cent over the same period. EIF-supported TCCs remained above the global average throughout the period, indicating that these countries have generally deployed a higher proportion of women than the broader group of TCCs.



22 Aggregated data for EIF-funded TCC projects is sourced from the United Nations Peace and Security Data Hub. The dataset includes yearly averages of uniformed women deployed across all military categories for projects under implementation or completed since the EIF’s inception. Projects approved but not yet implemented, or those that were terminated, are excluded from this analysis. United Nations (2026), *Peace and Security Data Hub*. Accessed 1 March 2026. Available at: <https://psdata.un.org>

EIF-funded TCCs are grouped as follows:  
 11 TCCs (FPF & MOWIP): (i) Royal Cambodian Armed Forces, (ii) Côte d’Ivoire Armed Forces, (iii) Republic of Fiji Military Force, (iv) Ghana Armed Forces, (v) Liberia Armed Forces, (vi) Mexico Armed Forces, (vii) Senegal Armed Forces, (viii) Republic of Sierra Leone Armed Forces, (ix) Tanzania People’s Defence Force, (x) Togo Armed Forces, (xi) Uruguay Armed Forces.  
 9 TCCs (MOWIP): (i) Royal Cambodian Armed Forces, (ii) Côte d’Ivoire Armed Forces, (iii) Republic of Fiji Military Force, (iv) Liberia Armed Forces, (v) Mexico Armed Forces, (vi) Senegal Armed Forces, (vii) Republic of Sierra Leone Armed Forces, (viii) Tanzania People’s Defence Force, (ix) Togo Armed Forces.  
 4 TCCs (FPF): (i) Ghana Armed Forces (DCAF MOWIP pilot), (ii) Republic of Sierra Leone Armed Forces, (iii) Togo Armed Forces, (iv) Uruguay Armed Forces (DCAF MOWIP pilot).

The 2025 results suggest that these gains have been largely sustained. After reaching 13.9 per cent in 2024, the proportion of women deployed by EIF-supported TCCs eased slightly to 13.2 per cent in 2025. While this represents a modest decline from the previous year, the overall level remains well above the global average and more than double the EIF-supported TCC baseline in 2018. This suggests continued progress over time. It also underscores that annual shifts should be interpreted with caution. A range of factors can influence deployments, including mission drawdowns, operational requirements, wider peacekeeping dynamics and the broader global context.

The breakdown by funding modality shows two related but distinct patterns. Among TCCs that carried out a MOWIP BA, women’s representation

more than quadrupled from 3.3 per cent in 2018 to 13.6 per cent in 2025. This group recorded the sharpest rise over the full period, including a pronounced increase in 2024 to 18.3 per cent, followed by a decline in 2025. Even so, the 2025 result remains far above both the starting point and the global average, pointing to substantial progress over time.

TCCs supported through FPF followed a steadier trajectory. Their proportion of women rose from 7.3 per cent in 2018 to 13.1 per cent in 2025, with gradual gains recorded across most years between 2018 and 2025. By 2025, EIF-supported TCCs receiving FPF were almost level with the overall EIF-supported TCC average and remained clearly above the global TCC average.

Taken together, the 2025 military trends present a strong and relatively steady picture.



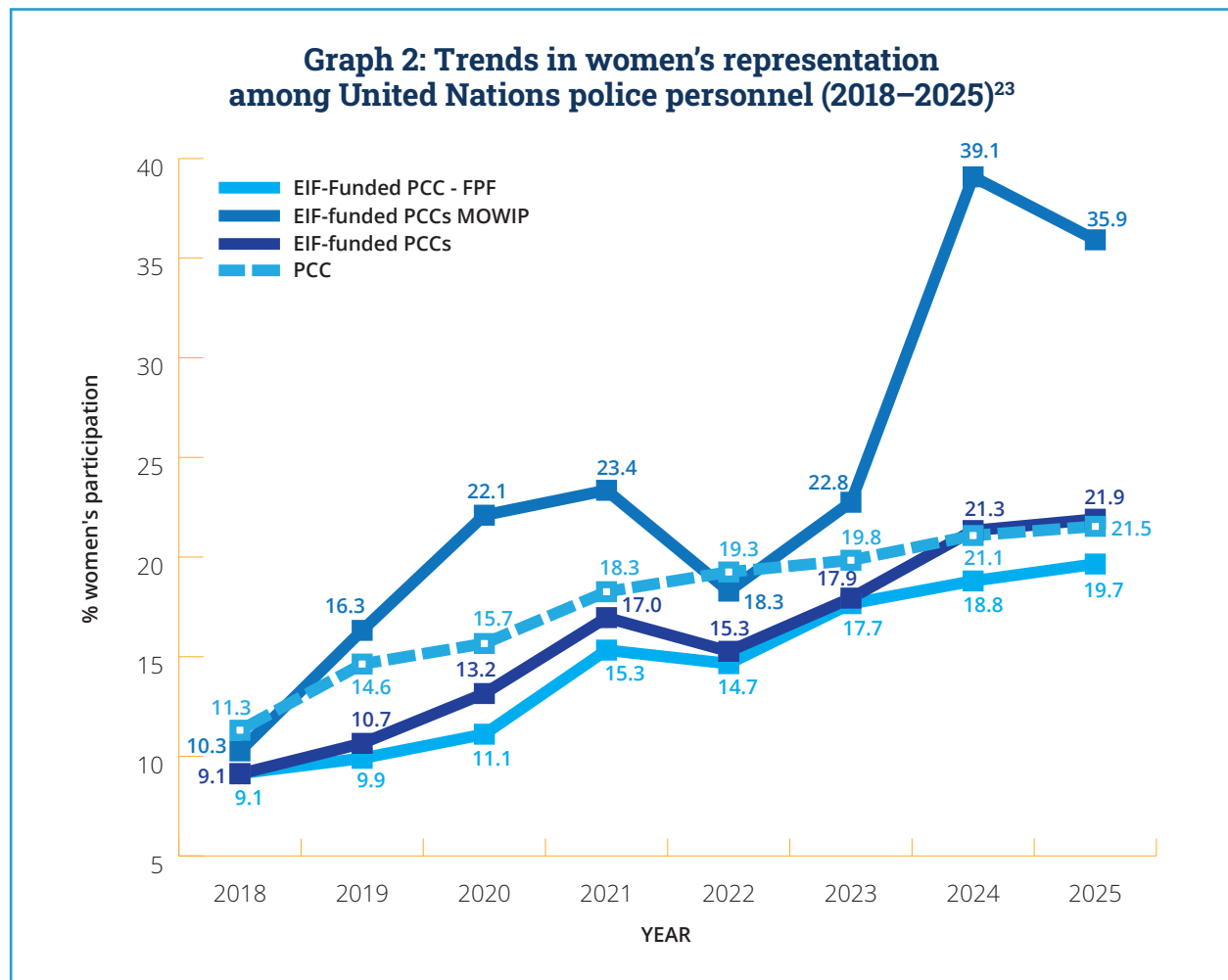
MINUSCA Police and Central African internal security forces conduct a joint visibility and security patrol in Bangui, Central African Republic, 27 August 2025. The patrol included road safety awareness with taxi-motorbike drivers and other road users.

(Photo: MINUSCA)

EIF-supported TCCs remained well above the global average in 2025, with the overall group and both funding subgroups all reaching around 13 per cent women among deployed personnel. This suggests that progress is being sustained across a broad set of EIF-supported TCCs. It also indicates that EIF-supported countries continue to compare favourably with wider global trends, which is an encouraging sign for ongoing efforts to advance the meaningful participation of uniformed women in peace operations.

At the same time, year-to-year changes remain uneven. These descriptive figures should be interpreted with caution, as they do not on their own establish either causation or a direct relationship between EIF support and deployment outcomes.

**Graph 2** presents trends in the proportion of women deployed by PCCs and compares global patterns with those observed among EIF-supported PCCs, including the two EIF funding modalities.



<sup>23</sup> Aggregated data for EIF-funded PCC projects is also sourced from the United Nations Peace and Security Data Hub. The dataset includes yearly averages of uniformed women deployed across all police categories for projects under implementation or completed since the EIF's inception. United Nations (2026), *Peace and Security Data Hub*. Accessed 1 March 2026. Available at: <https://psdata.un.org>

EIF-funded PCCs are grouped as follows:

9 PCCs (FPF & MOWIP): (i) Côte d'Ivoire National Police, (ii) Fiji Police, (iii) Jordan Public Security Directorate (DCAF MOWIP pilot), (iv) Mexico Police (SSPC), (v) Senegal National Gendarmerie and Senegal National Police (DCAF MOWIP pilot – combined), (vi) Sierra Leone Police, (vii) Togo Police, (viii) Uganda Police Force, (ix) Zambia Police Service.

6 PCCs (MOWIP only): (i) Côte d'Ivoire National Police, (ii) Fiji Police, (iii) Mexico Police, (iv) Sierra Leone Police, (v) Togo Police, (vi) Uganda Police Force.

3 PCCs (FPF): (i) Jordan Public Security Directorate, (ii) Senegal National Gendarmerie and Senegal National Police (DCAF MOWIP pilot – combined), (iii) Zambia Police Service.

Trends in police deployments show more sustained progress than those observed for military deployments. Globally, women's representation among deployed police personnel rose from 11.3 per cent in 2018 to 21.5 per cent in 2025, almost doubling over the period. This confirms that police deployments have continued to move more quickly towards gender parity than military deployments.

EIF-supported PCCs also recorded substantial gains over the same period, more than doubling from 9.1 per cent in 2018 to 21.9 per cent in 2025. Unlike EIF-supported TCCs, EIF-supported PCCs began below the global average and remained below it for several years. Over time, however, the gap narrowed steadily. By 2024, EIF-supported PCCs had moved slightly above the global average, and they maintained that position in 2025. This points to a slower start, followed by steady progress and eventual convergence with, and slight outperformance of, wider global trends.

The strongest gains are visible among PCCs that completed a MOWIP BA. In this group, women's representation more than tripled from 10.3 per cent in 2018 to 35.9 per cent in 2025. Although this was lower than the 2024 figure of 39.1 per cent, it remains by far the highest result among all Police-Contributing Country (PCC) groupings and well above the global average. This is one of the clearest trends in the data and may reflect the value of evidence-based approaches that help countries identify and address barriers to women's deployment.

PCCs supported through FPF followed a more gradual path. Their proportion of women more than doubled from 9.1 per cent in 2018 to 19.7 per cent in 2025. Although this remained slightly below the global PCC average in 2025, the gap narrowed significantly over time. While the increase among FPF-supported PCCs was more gradual than in the MOWIP BA group, it still reflects clear and sustained progress.

Overall, the 2025 police trends show continued progress. EIF-supported PCCs remained slightly

above the global average in 2025, while the MOWIP subgroup continued to record particularly strong results. This points to sustained gains in women's police deployments and encouraging signs that EIF-supported countries are closing gaps and, in some cases, moving ahead of wider global trends. While these trends are informative, they should be interpreted with caution, as they do not on their own show that EIF support directly drove the changes observed in deployment outcomes. Deployment levels are shaped by many factors, including national policies, recruitment pipelines, mission drawdowns, operational requirements, and the wider peacekeeping context. Even so, the trends suggest that continued efforts by EIF-supported T/PCCs to promote women's participation are supporting progress towards increased deployments of uniformed women over time.

## **Gender-Strong Unit (GSU) Funding Modality**

The GSU premium is a results-based funding incentive that provides additional support to T/PCCs deploying a GSU, a Formed Police Unit (FPU) or military contingent that meets defined requirements for women's meaningful participation in line with the UGPS.

Experience to date suggests that the GSU modality is most effective when it is combined with broader enabling measures rather than used as a standalone incentive. Countries are generally better placed to pursue the premium when they have invested in identifying eligible women personnel, strengthening readiness through targeted preparation, and putting in place practical support systems that help women remain available throughout the deployment cycle. When these efforts are embedded in regular workforce planning, they can also make it easier to maintain required thresholds across successive rotations. In this context, the GSU premium can help translate institutional reforms into measurable gains in women's deployment, while also supporting longer-term change within security institutions.

In 2025, the Senegal National Gendarmerie continued to deploy a gender-strong FPU of 180 personnel, with women accounting for 21.6 per cent of the unit. Women were integrated across a range of functions, including leadership, command, and technical roles. These included one platoon commander, one liaison officer, four chiefs of section, and one auto-electrician.

**Table 4** provides additional insight into where women are being deployed within Senegal’s overall police and gendarmerie contributions to United Nations peace operations. It shows that women are not concentrated only within the EIF-funded GSU but are also represented across Senegal’s wider deployment profile. In 2024–2025, women accounted for 18.4 per cent of Senegal’s total police and gendarmerie personnel deployed, while women represented 21.6 per cent of personnel within the GSU itself. At the same time, 22.5 per cent of all women deployed by Senegal were deployed through this GSU. Taken together, these figures suggest a relatively balanced distribution: the GSU has a somewhat higher share of women than Senegal’s overall deployment profile, but it does not appear

to be the only channel through which women are deployed.

This is an encouraging finding because it suggests that the EIF-funded GSU may be expanding opportunities for women’s deployment without concentrating women into a single unit. In this sense, the GSU appears to function not only as a specific mechanism for women’s deployment, but also as part of a broader institutional shift in how women are deployed across Senegal’s peacekeeping contributions. More broadly, this helps illustrate the value of EIF-supported GSUs beyond the unit itself. Their importance lies not only in increasing women’s representation within a specific deployment, but also in demonstrating that more gender-balanced deployments are operationally feasible and can support wider change across contributing institutions. While this example should be interpreted with caution, it suggests that EIF-supported GSUs may serve both as an operational mechanism for women’s deployment and as an institutional catalyst for broader progress in women’s participation in peace operations.

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

T/PCC	Total # deployed personnel	Total # W deployed	% W deployed	Total # personnel in GSU	United Nations Mission	GSU as a proportion of total T/PCC personnel	Total women in GSU	% women in GSU	W in GSU as a proportion of total # of W
Calculation	A	B	(B ÷ A) %	C		(C ÷ A) %	D	(D ÷ C) %	(D ÷ B) %
<b>Senegal National Gendarmerie (2024–2025)</b>	942 <sup>24</sup>	173	18.4%	180	MONUSCO	19.1%	39	21.6%	22.5%

24 This figure represents the 2025 average number of personnel deployed by both Senegal National Police and Senegal National Gendarmerie within FPUs.

“ The presence of women at all levels of gender-strong FPUs improves our ability to interact with all segments of the population, including women and children who may hesitate to approach male officers to report violence or share sensitive information. ”

**Charles Doudou Faye,**

Head of the External Operations Bureau, Mobile Intervention Group (Groupe Mobile d’Intervention–GMI), Senegal National Police

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

In 2025, the EIF continued to contribute to and be referenced in global policy and knowledge discussions on women’s participation in United Nations peace operations. This is reflected in references to the Fund in United Nations reporting, Member State statements and policy forums (see **Annex 2**). These references indicate growing recognition of its approach to addressing institutional barriers to women’s participation and the increasing use of evidence and insights generated through EIF-supported projects in broader policy and knowledge discussions.

### **Recognition in United Nations and Member State Engagement**

At the United Nations level, the EIF was referenced in the 2025 report of the Secretary-General on Women, Peace and Security, as well as in Security Council debates on peace operations and Women, Peace and Security. Member States also highlighted the Fund in national statements and policy commitments, including pledges made during the 2025 Peacekeeping Ministerial in Berlin

and references in national policy documents such as the United Kingdom’s Women, Peace and Security National Action Plan reporting.

### **Regional Policy Engagement and Knowledge Exchange**

Beyond intergovernmental processes, the EIF’s work was featured in regional and policy discussions, including ministerial-level engagements in Latin America and the Caribbean and defence forums in the Americas. The Fund also contributed to knowledge exchange through participation in international policy forums and through references in research and academic publications. In 2025, this included greater emphasis on generating and contributing substantive content and analysis, including contributions to external policy and research platforms, such as publications, interviews and expert discussions, reflecting a growing emphasis on sharing evidence and insights from EIF-supported work.

These references indicate that knowledge generated through EIF-supported activities is informing policy discussions and contributing to a growing evidence base on approaches to increasing the participation of uniformed women in peace operations. A full list of references to the EIF in United Nations reporting, Member State statements and policy forums is provided in **Annex 2**.

# Outcomes and Outputs: Aggregated Results

## ➔ **OUTCOME 1:**

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

**5**  **security institutions** undergoing a **MOWIP BA** in **4**  **countries**<sup>25</sup>

Advancing evidence-based research to identify both the opportunities and the obstacles to deploying uniformed women peacekeepers to United Nations peace operations remains a key priority for the EIF. In 2025, five security institutions across four countries were implementing BAs using the MOWIP methodology. Three new MOWIP BA projects began implementation in 2025 with the Republic of Fiji Military Forces, Fiji Police Force, and the Tanzania People's Defence Force. Meanwhile, the Côte d'Ivoire Armed Forces and Togo Police advanced their ongoing MOWIP research, with Togo Police validating their MOWIP report, scheduled for launch in the first quarter of 2026.

**1,195**  **surveys conducted with security institution personnel (584 women; 611 men)**

Across these MOWIP BAs, EIF support enabled the collection of robust institutional data in 2025,

including 1,195 surveys with security personnel (584 women and 611 men) and 99 interviews with key decision-makers (15 women and 84 men). This breadth of engagement helps ensure that recommendations are grounded in perspectives across ranks and decision-making levels—strengthening the credibility and actionability of the findings.

**99**  **interviews conducted with key decision-makers (15 women; 84 men)**

Beyond generating evidence, MOWIP BAs also provide a structured entry point to raise awareness and build institutional buy-in around gender equality and women's participation within the security institution, as well as readiness for deployment to United Nations peace operations. Where senior leadership actively supported the assessment process, institutions were better able to navigate approvals, access, and validation, which in turn supported stronger ownership and uptake of findings. Inclusive research approaches also strengthened engagement, including focus group discussions with mid-ranking women officers, which helped validate results, enrich interpretation, and refine recommendations.

<sup>25</sup> (i) Côte d'Ivoire Armed Forces (3rd PR, 2024); (ii) Republic of Fiji Military Forces (3rd PR, 2025); (iii) Fiji Police Force (3rd PR, 2025); (iv) Tanzania People's Defence Force (3rd PR, 2025); (v) Togo Police (2nd PR, 2022).

Importantly, institutions that have completed MOWIP BAs are already using the findings to develop action plans and drive reforms. The Senegal Armed Forces, for example, are using their 2025 findings to guide the development of follow-up actions. Beyond the 2025 cohort, countries that previously completed a MOWIP BA are also translating evidence into practice. Building on its 2023 MOWIP findings, Mexico's Armed Forces and Navy delivered conferences on deployment criteria to 1,532 personnel, trained 196 personnel in English and French at the Centro de Entrenamiento Conjunto de Operaciones de Paz de México (CECOPAM) by July 2025, and made "Vehicle Patrol" a mandatory subject across 11 courses expected to reach an estimated 255 women over the next three years.

Similarly, the Republic of Sierra Leone Armed Forces, which published its MOWIP report in 2022, have since taken notable steps to advance

women's leadership and decision-making. These include appointing the first female officer to serve on the Ministry of Defense/Republic of Sierra Leone Armed Forces decision-making committee, and appointing the first female Battalion Second-in-Command, a milestone that helped pave the way for other women to progress to more senior roles within the Republic of Sierra Leone Armed Forces. In September 2025, this officer was subsequently promoted to become the first female, and youngest, officer to command an infantry battalion.<sup>26</sup>

Taken together, the Mexico and Sierra Leone examples show how MOWIP BAs can strengthen institutional responses by grounding reforms in evidence. In both contexts, recommendations have informed concrete measures that improve readiness for deployment while also supporting women's progression into leadership and decision-making roles.



**Women trained by UNMISS Indian peacekeepers provide animal health services in Bor, Jonglei State, South Sudan, 8 April 2026. This photo is included as an example of how peacekeepers support women's livelihoods and community resilience through practical, community-based training.**

(Photo: Mach Samuel/UNMISS)

<sup>26</sup> Kalabash Newspaper (2025). *Breaking Barriers: Alice Koria Sesay Becomes Sierra Leone's First Female Battalion Commander*. Accessed 4 February 2026. Available at <https://thecalabashnewspaper.com/breaking-barriers-alice-koria-sesay-becomes-sierra-leones-first-female-battalion-commander/> <https://thecalabashnewspaper.com/breaking-barriers-alice-koria-sesay-becomes-sierra-leones-first-female-battalion-commander/>

## ↳ **OUTCOME 2:**

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

In 2025, the EIF made a tangible contribution to increasing the meaningful deployment of uniformed women peacekeepers to United Nations peace operations. The Senegal National Gendarmerie continued to deploy its GSU to the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO) in 2024–2025, with women representing 21.6 per cent of the unit, or

39 women, an eight percentage-point increase from 14 per cent in 2023. Women were integrated across the unit and served in key functions, including one platoon commander, one liaison officer, four section chiefs, and technical roles such as auto-electrician.

Following the disbursement of GSU premiums totalling US\$193,268, the Senegal National Police reinvested the premium to construct a daycare near the pre-deployment training centre in Thiès, Senegal. This gender-sensitive investment is expected to help ease household constraints, particularly during pre-deployment training, and to support women’s continued participation in deployment preparation.

## **1** **GSU deployed with 21.6% women’s representation**



**Construction of a daycare facility for the Senegal National Police, Thiès, Senegal, December 2025.**

(Photo: Senegal National Police)

**Table 5: Summary of GSU Deployment**

Unit	Deployment Years	Security Institution	United Nations Peace Operation	Number of Women	Percentage of Women
SENFPU-2	2024–2025	Senegal National Gendarmerie	MONUSCO	39	21.6%

## Police Officer Dior Gueye’s Deployment Experience in a GSU

When Police Officer Dior Gueye deployed to the Democratic Republic of the Congo in 2023 with the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO), she experienced firsthand the difference that serving within a Gender Strong Unit (GSU) can make. Drawing on her earlier deployment to the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) in 2016, she was able to clearly contrast the two experiences and observe how gender parity on the ground directly strengthens operational effectiveness and women’s meaningful participation in peacekeeping.

During her deployment in MONUSCO, Dior Gueye served in a GSU as an operational police officer, coordinating daily tasks including patrols, escorts, and camp security. Within the GSU, these responsibilities were shared between women and men. Women were fully integrated into operational, technical, and leadership roles, including positions such as deputy platoon leader, administration, and pilot roles.

Alongside her operational duties, Dior Gueye was appointed as a Gender Focal Point for her section, where she raised awareness on sexual exploitation and abuse (SEA), and contributed to a respectful and safe working environment within the unit. She also took the initiative to promote sports and wellbeing activities within the unit, organising volleyball, basketball, football, and gym sessions as a coach. These activities helped build cohesion, manage stress, and strengthen team spirit in an otherwise demanding environment.

The presence of women within the GSU also had a direct impact on engagement with local communities, particularly women and girls affected by conflict.

During patrols, women and young girls were more inclined to approach us to ask for help, to talk, or to share their stories rather than approach an all-male unit, Dior Gueye explains.



**IMPACT**

**STORY**

They felt safer and more understood.

For Dior Gueye, the contrast with her earlier deployment in the Central African Republic in 2016 was striking.

In my first mission, we were only five women, and none of us held strategic positions. Our tasks were very limited to kitchen and cooking duties, she recalls.

In this MONUSCO FPU, women were much more involved, including in command roles, alongside our male colleagues.

This shift had a profound personal impact.

Seeing women in positions of responsibility was extremely motivating and inspiring. It showed that opportunities for progression are real, Dior Gueye says.

She found that deploying as part of a GSU fundamentally changed her professional experience. Women were more visible, more involved in decision-making, and increasingly present in command structures, strengthening confidence.

At an institutional level, Dior Gueye believes that gender-strong FPUs can project a modern image that reflects the values of the United Nations and the Women, Peace and Security agenda. They signal a clear commitment to gender equality and recognise competence based on ability rather than gender.

Reflecting on her experience, Dior Gueye describes her deployment as transformative. For her, the impact of the Elsie Initiative Fund is tangible. It has helped accelerate the meaningful integration of women into peacekeeping, not only increasing numbers, but ensuring women participate fully, visibly, and at all levels of responsibility.

### **Deployment outcomes at project completion and two years after closure (2023–2025)**

Beyond the deployment of GSUs, deployment trends among T/PCCs that successfully completed EIF-supported projects provide useful insight into whether progress may be sustained at project completion and beyond the implementation period. While these figures are descriptive and should be interpreted with caution, they suggest that in several cases women's deployment rates improved either by project completion or in the years that followed. This is important because

it points to the possibility that EIF-supported interventions may help strengthen institutional conditions for women's participation in ways that extend beyond the life of a specific project.

The Senegal Armed Forces, which completed a MOWIP BA project in 2025, recorded an increase in the proportion of women deployed from 4.3 per cent in 2022, at project start, to 6.8 per cent in 2025, at project completion. While this is only one case, it points to the potential for measurable progress by the end of project implementation.

To better understand whether progress may also be sustained beyond project closure, **Table 6** compares women’s deployment rates for T/PCCs at project start, at project completion in 2023, and two years later in 2025. This helps show not only whether deployment rates improved during implementation, but also whether those gains were maintained over time.

**Table 6** shows a mixed but informative picture for PCCs that completed projects in 2023. In Jordan, the share of women deployed increased markedly by project completion and remained well above baseline two years later. Côte d’Ivoire also recorded a higher share of women deployed in 2025 than at project start, despite a slight decline at the point of project completion. By contrast, Sierra Leone and Uganda recorded lower shares of women deployed in 2025 than at project

completion, highlighting that gains made during implementation are not always sustained over time. These trends should be interpreted carefully, however, as several of these PCCs are relatively small contributors, meaning that changes in the deployment of a limited number of personnel can have a significant effect on percentages. Trends may also have been influenced by mission drawdowns and peacekeeping contingency measures, which can affect overall deployment volumes and composition over time. Overall, these figures suggest that progress after project completion is possible, but not guaranteed, and that sustaining gains depends both on continued efforts by T/PCCs and on the wider operational context in which deployments take place.

**Table 6: Women’s Deployment Rates at Project Start, Completion and Two Years after Completion (%)**

T/PCC	START YEAR	AT START	AT COMPLETION (2023)	TWO YEARS AFTER COMPLETION (2025)	CHANGE: START-COMPLETION	CHANGE: COMPLETION-2025	CHANGE: START-2025
Côte d’Ivoire National Police	2021	29%	28%	33%	-1%	+5%	+4%
Jordan Public Security Directorate	2021	8%	19%	17%	+11%	-2%	+9%
Sierra Leone Police	2021	50%	93%	33%	+43%	-60%	-17%
Uganda Police Force	2022	33%	29%	30%	-4%	+1%	-3%

Figures show the percentage of deployed personnel who were women. “Completion” refers to project completion in 2023. “Two years later” refers to 2025.



Zambian peacekeepers serving with MINUSCA provide medical consultations and care to community members in Birao, Vakaga Prefecture, Central African Republic, 22 November 2025. The activity supported access to basic health care, particularly for women and children, and included prevention advice and referrals for follow-up care.

(Photo: MINUSCA)

**➔ OUTCOME 3:**

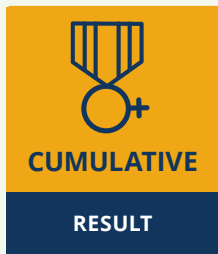
**INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS**

**7 projects under implementation to increase the pool of uniformed women eligible to deploy as United Nations peacekeepers**<sup>27</sup>

<sup>27</sup> These seven projects include a wide range of activities: four involve gender-sensitive infrastructure, seven include capacity-building/gender training activities, three involve the creation of a roster of women eligible to deploy, and five include policy development activities.

In 2025, 17 EIF-funded projects were under implementation or completed, and over 40 per cent (seven projects), directly targeted efforts to expand the pool of uniformed women eligible to deploy to United Nations peace operations.<sup>28</sup> These initiatives addressed both institutional and

<sup>28</sup> (i) Côte d'Ivoire National Police, (ii) Senegal National Gendarmerie, (iii) Senegal National Police, (iv) Republic of Sierra Leone Armed Forces, (v) Togo Armed Forces, (vi) Uruguay Armed Forces, (vii) Zambia Police Service.



Since the establishment of the initial 39-women IPO roster in 2022—following EIF-funded preparation training and the successful completion of AMS-SAAT examinations—the Senegal National Police and Gendarmerie deployed **32 women as IPOs**, representing 82 per cent of the roster over the period 2022 to May 2025.

practical barriers through roster development, training, policy reform, awareness-raising, and gender-sensitive infrastructure.

**445**   
**women rostered and eligible to deploy (FPU/IPO)<sup>29</sup>**

**Roster creation and the pool of women eligible to deploy.** Establishing and maintaining rosters of trained women strengthens workforce planning and helps T/PCCs track personnel, constitute units, and identify qualified candidates for individual uniformed personnel positions in United Nations peace operations. Across three PCCs, experience shows that collecting, regularly updating, and maintaining rosters can contribute to a measurable increase in women’s deployments.

The Zambia Police Service continued to monitor and maintain its roster of women eligible to deploy as Individual Police Officers (IPOs). Since

the creation of the roster in 2024, 29 women from the Zambia Police Service’s roster of 64 women deployed to United Nations peace operations—representing 45 per cent of the roster. Similarly, the Senegal National Police roster expanded to 352 women, with 25 deployed as part of an FPU in 2025.

Women-only preparation training for the Assessment for Mission Service – Selection Assistance and Assessment Team (AMS-SAAT) examinations also delivered strong results in 2025. The Senegal National Gendarmerie conducted an EIF-funded women-only pre-AMS training for 50 women; 38 were selected to sit the AMS-SAAT examinations and 29 passed in 2025—representing a 76 per cent success rate, compared to 59 per cent in 2022. These results established a new roster of 29 women eligible to deploy as IPOs during 2025–2027.

Together, these efforts demonstrate how targeted investments in roster management and tailored preparation training can translate into measurable gains in women’s deployment to United Nations peace operations.

<sup>29</sup> Senegal National Police, Senegal National Gendarmerie, Zambia Police Service.



**In 2025, 56 per cent of Uruguayan military women deployed to United Nations peace operations had previously attended a MIET session on deployment opportunities and criteria in 2023–2024**

**Policy development.** Strengthening gender-responsive policies is a core institutional reform that supports inclusive security institutions and enables greater participation of women across the sector. In 2025, two PCCs made notable progress in advancing these reforms:

The Senegal National Police validated its first-ever gender policy, together with an accompanying strategic action plan. The Zambia Police Service validated an anti-SHEA (anti-sexual harassment, exploitation and abuse) policy and produced a pocket handbook to support its implementation. It also reviewed existing Police Standing Orders to promote inclusivity and remove gender-biased language, both of which were formally launched in February 2026.

## 5 policy development activities to mainstream gender across

## 2 security institutions<sup>30</sup>

While policy adoption is an important milestone, the EIF places strong emphasis on ensuring that dissemination, implementation, and monitoring translate policy commitments into practice. With EIF support, the Zambia Police Service developed a set of gender mainstreaming tools to support implementation of its Gender Policy, including guidelines, checklists, and elements of monitoring and reporting frameworks for gender-responsive planning and budgeting. In addition, 102 police officers (76 women and 36 men) were sensitised on the anti-SHEA policy in 2025, with further dissemination ongoing following its formal launch. The Senegal National Police also trained 14 regional gender focal points (seven women and seven men) on its gender policy and supported them to develop regional action plans to drive implementation.

<sup>30</sup> Senegal National Police, Zambia Police Service.

**Internal awareness-raising, sensitisation, and training.** Five ongoing projects strengthened internal awareness on women’s participation, peacekeeping opportunities, and priority gender issues within security institutions—including SH/SEA—while also supporting women’s career progression and readiness to deploy.

In Uruguay, the Armed Forces carried out a series of awareness-raising activities on women’s contributions to peacekeeping, deployment opportunities, and selection requirements, reaching 219 uniformed women. In addition, Mobile Information and Education Teams (MIETs) conducted outreach across the country, engaging 240 personnel (143 women and 97 men) through information sessions on United Nations peacekeeping roles, eligibility criteria, and benefits available under the EIF-supported project. Ninety-five per cent of survey respondents reported increased knowledge of deployment opportunities.

## 240 military personnel sensitised on United Nations peacekeeping opportunities and deployment criteria<sup>31</sup>

EIF-supported capacity-building also strengthened deployment readiness through targeted skills training and the integration of gender perspectives within institutions. In Sierra Leone, the Armed Forces launched a women-only driver training programme benefitting 50 women in 2025. The Senegal National Gendarmerie trained 26 women officers on gender-responsive leadership, strengthening their ability to drive institutional change and demonstrate leadership during peacekeeping deployments. In Senegal, a civil society organisation also trained 159 officer-level gendarmes on gender issues, helping to integrate gender perspectives at all levels.

<sup>31</sup> Uruguay Armed Forces.



76

## women trained in specialised skills to strengthen deployment readiness<sup>32</sup>

**External sensitisation.** External sensitisation initiatives help strengthen public understanding of women’s participation in the security sector and in peacekeeping deployments. In Uruguay, the Armed Forces continued public-facing outreach to spotlight women’s roles in United Nations peace operations. Activities ranged from national television features to the creation of a children’s booklet promoting role models and illustrating career pathways in both the military and United Nations peacekeeping, including for women. The project also engaged families through family days, during which more than 890 booklets were distributed, helping to build family support and reinforce positive role models.

**Gender-sensitive measures and institutional support.** Innovation to test practical ways to address institutional barriers to the deployment of uniformed women remains at the core of the EIF’s approach to programming. To address household constraints—which disproportionately affect uniformed women and single fathers—the Uruguay Armed Forces sustained a pilot initiative providing education, extra-curricular activities, and transportation support for the children of uniformed women and single fathers.<sup>33</sup> In its second year, 10 military personnel were eligible, and 60 per cent, comprising five women and one man out of 10 eligible personnel, applied for and received these benefits prior to deploying to United Nations peace operations. This targeted support helps reduce practical barriers to deployment and supports sustained participation of uniformed women in peace operations.

32 Senegal National Gendarmerie, Republic of Sierra Leone Armed Forces.  
33 Children up to the age of 12.

**Gender-sensitive infrastructure.** The construction and operationalisation of gender-sensitive infrastructure is essential to strengthening the capacity of security institutions to train, retain, and deploy more women through national training schools. By expanding access to childcare and improving living conditions, these investments also help address household constraints and create a more enabling environment for women’s meaningful participation.

In 2025, several T/PCCs made significant progress in completing and operationalising EIF-funded infrastructure projects. The Senegal National Gendarmerie advanced the operationalisation of a daycare, which accommodated 37 children in 2025. The Togo Armed Forces completed the construction and equipping of a women’s accommodation facility. The Zambia Police Service advanced construction of a women’s accommodation and daycare facility, which is now 90 per cent complete.

In addition, the Republic of Sierra Leone Armed Forces project approved in 2025 completed a joint infrastructure assessment of the Peace Missions Training Centre, identifying priority upgrades to strengthen gender-responsive training facilities.

EIF support to these T/PCCs includes helping them develop maintenance plans and link infrastructure investments with broader institutional reforms, so that facilities are sustained over time and contribute to addressing underlying barriers to women’s deployment.



4

## gender-sensitive infrastructure initiatives completed or ongoing<sup>34</sup>

34 Senegal National Gendarmerie, Republic of Sierra Leone Armed Forces, Togo Armed Forces, Zambia Police Service.



UN Police, Moroccan Force personnel, the Senegalese Formed Police Unit and the Congolese National Police conduct a mixed patrol to Bushagara internally displaced persons camp, Goma, North Kivu, Democratic Republic of the Congo, 10 January 2025. Mixed patrols support security assessments, engagement with civilian leaders and camp residents, and access to emergency reporting channels.

(Photo: Kevin Jordan/MONUSCO)





## **OUTCOME 4:**

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



In 2025, the EIF approved a pilot project with the United Nations Mission in South Sudan (UNMISS) to improve working and living conditions for uniformed women deployed on Long Duration Patrols and at remote locations, through the provision of gender-sensitive equipment and semi-portable ablution units. By addressing

practical barriers that can undermine safety, health, and dignity in the field, the pilot will help strengthen operational effectiveness and support the Mission’s protection of civilians mandate, while enabling more women to deploy to remote locations.

# Summary of key results



<p><b>↳ OUTCOME 1:</b> EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS</p>	<p> <b>5 security institutions</b> undergoing a MOWIP BA in <b>4 countries</b>.<sup>36</sup></p>
<p><b>OUTCOME</b>  <b>5 gender-sensitive measures</b> taken to address key barriers by <b>3 T/PCCs</b> following the MOWIP report launch.<sup>35</sup></p>	<p><b>OUTPUTS</b>  <b>1,195 surveys</b> conducted with security institution personnel (584 women; 611 men).</p>
	<p> <b>99 interviews</b> conducted with key decision-makers (15 women; 84 men).</p>

## ↳ OUTCOME 2: INCREASED MEANINGFUL DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS

<p><b>OUTCOMES</b></p>	<p> <b>GSU deployment (2024–2025)</b></p> <p><b>Increase</b> from <b>14%</b> (20 women) in 2023 to <b>21.6%</b> (39 women) in 2024–2025 in the <b>Senegal National Gendarmerie FPU</b> deployed to MONUSCO, including 1 platoon commander, 1 liaison officer, 4 section chiefs, and 1 auto-electrician.</p>
	<p> <b>Deployment figures at project completion</b></p> <p><b>Increase</b> from <b>4.3%</b> (2022) to <b>6.8%</b> (2025) in deployed women peacekeepers from the <b>Senegal Armed Forces</b>.</p>


35 (i) Senegal Armed Forces: Action plan developed to address key MOWIP barriers. (ii) Mexico Army (SEDENA) and Navy (SEMAR): 1,532 military personnel (1,480 women and 52 men) attended a series of conferences in 2024 entitled “Clarifying deployment criteria and raising awareness among women about deployment opportunities in peace operations”; 196 personnel (120 women and 76 men) trained in English and French as of June 2025; “Vehicle Patrol” will be included as a mandatory subject in 11 courses offered by CECOPAM, aiming to benefit 255 women over 3 years. (iii) Republic of Sierra Leone Armed Forces: Appointment of the first woman officer to sit as member of the Ministry of Defense/ Republic of Sierra Leone Armed Forces decision-making committee and appointment of the first woman Commanding Officer of an infantry battalion, (Kalabash Newspaper (2025). “Breaking Barriers: Alice Koria Sesay Becomes Sierra Leone’s First Female Battalion Commander.” Accessed 4 February 2026. Available at <https://thecalabashnewspaper.com/breaking-barriers-alice-koria-sesay-becomes-sierra-leones-first-female-battalion-commander>

36 (i) Côte d’Ivoire Armed Forces (3rd PR, 2024); (ii) Republic of Fiji Military Forces (3rd PR, 2025); (iii) Fiji Police Force (3rd PR, 2025); Tanzania People’s Defence Force (3rd PR, 2025); Togo Police (2nd PR, 2022).

OUTCOMES	 <p><b>Deployment figures two years after project completion (2025)</b></p>	<p><b>Increase</b> from <b>29%</b> (2021) to <b>33%</b> (2025) in deployed women peacekeepers from <b>Côte d’Ivoire National Police</b> two years after project completion.</p>
		<p><b>Increase</b> from <b>8%</b> (2019) to <b>17%</b> (2025) in deployed women peacekeepers from the <b>Jordan Public Security Directorate</b> two years after project completion.</p>
		<p><b>Decrease</b> from <b>50%</b> (2021) to <b>33%</b> in deployed women peacekeepers from the <b>Sierra Leone Police</b> two years after project completion.</p>
		<p><b>Decrease</b> from <b>33%</b> (2022) to <b>30%</b> in deployed women peacekeepers from the <b>Uganda Police Force</b> two years after project completion.</p>
OUTPUTS	 <p><b>GSU</b></p>	<p><b>3 security institutions</b> from <b>2 T/PCCs</b> approved to receive GSU premiums.<sup>37</sup></p>
		<p><b>1 GSU</b> deployed.<sup>38</sup></p>

### ➔ **OUTCOME 3:**

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

OUTCOMES	 <p><b>Eligible pool</b></p>	<p><b>7 projects under implementation</b> to increase the pool of uniformed women eligible to deploy as United Nations peacekeepers.<sup>39</sup></p>
		<p><b>A roster of 352 uniformed women eligible to deploy</b> as UN peacekeepers, with <b>25 women deployed</b> in 2025 in an FPU.<sup>40</sup></p>

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

38 One GSU deployed in 2024–2025: Senegal National Gendarmerie to MONUSCO (1).

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

40 Senegal National Police.

OUTCOMES



**Eligible pool**

**32 women** from a **39-woman roster** who passed **AMS-SAAT examinations** in 2022, following EIF-funded preparation training, were deployed as IPOs in 2023–2025.<sup>41</sup>

**1 women-only pre-SAAT training session** for 50 women funded by the EIF, of which 38 were selected to take AMS-SAAT examinations and 29 passed them in 2025 – representing a **76% success rate** compared to 59% in 2022.<sup>42</sup>

**29 women** from a **64-woman roster** deployed to **UN peace operations as IPOs** since the roster’s creation in 2024.<sup>43</sup>



**Internal awareness-raising on peacekeeping and institutional capacity building on gender**

**14 regional gender focal points** (7 women and 7 men) trained on gender, gender policy and action plan development.<sup>44</sup>

**159 officer-level gendarmes in training** (10 women; 149 men) trained on gender issues in officer training schools.<sup>45</sup>

**240 personnel** (143 women; 97 men) **sensitised on UN peacekeeping opportunities, deployment criteria, roles, and tasks**, with 95% of respondents self-reporting enhanced knowledge about UN peacekeeping deployment opportunities.<sup>46</sup> 56% of women who deployed to UN peace operations in 2025 attended such sessions in 2023–2024.

**219 uniformed women sensitised on UN peacekeeping deployment opportunities and women’s meaningful participation.**<sup>47</sup>

**102 police officers** (76 women and 36 men) **sensitised about the anti-SHEA policy.**<sup>48</sup>

41 Senegal National Gendarmerie

42 Senegal National Gendarmerie.

43 Zambia Police Service.

44 Senegal National Police.

45 Senegal National Gendarmerie.

46 666 out of 718 survey respondents from the Uruguay Armed Forces.

47 Uruguay Armed Forces.

48 Zambia Police Service.



**Career advancement**

**26 women officers trained** on gender-responsive leadership.<sup>49</sup>

**50 women trained** during new all-female military driver training programme.<sup>50</sup>

**32 women trained** in leadership development course.<sup>51</sup>



**Gender-sensitive measures to address household constraints**

**60% of eligible personnel** (6 out of 10; 5 women, 1 man) **applied for, and received, education and transportation benefits** for their children before deploying to UN peace operations.<sup>52</sup>

**4 information sessions delivered** by **2 MIETs** about UN peacekeeping opportunities and deployment criteria.<sup>53</sup>



UN peacekeepers wearing blue helmets and protective vests stand on duty with rifles in front of UN-marked vehicles in Kinshasa, DRC, during the visit of UN Police Adviser Faisal Shahkar to MONUSCO and Congolese National Police partners.

Photo: MONUSCO/Jean-Claude Wenga, 26 August 2025.

49 Senegal National Gendarmerie.  
 50 Republic of Sierra Leone Armed Forces.  
 51 Zambia Police Service  
 52 Uruguay Armed Forces.  
 53 Uruguay Armed Forces.

OUTPUTS		<p><b>1 internal information campaign</b> held on women’s contributions to UN peacekeeping operations.<sup>54</sup></p>
		<p><b>1 gender policy and strategic action plan</b> validated.<sup>55</sup></p>
		<p><b>1 anti-SHEA policy</b> validated.<sup>56</sup></p>
		<p><b>1 pocket handbook on the anti-SHEA Policy</b> developed.<sup>57</sup></p>
	<p><b>Policy development</b></p>	<p><b>1 Set of gender mainstreaming tools</b> developed to support implementation of a gender policy, including guidelines, checklists, and elements of monitoring and reporting frameworks for gender-responsive planning and budgeting.<sup>58</sup></p>
	<p><b>1 Standing Order review</b> to address gender-biased language in existing police Standing Orders.<sup>59</sup></p>	
		<p><b>1 information campaign</b> that include targeted messaging for women in the armed forces and UN peace operations.<sup>60</sup></p>
	<p><b>External sensitisation</b></p>	
		<p><b>6 training courses</b> delivered on gender-responsive leadership, gender equality in national security institutions, UN examinations, and/or peacekeeping.<sup>61</sup></p>
	<p><b>Capacity-building</b></p>	

54 Uruguay Armed Forces.

55 Senegal National Police.

56 Zambia Police Service.

57 Zambia Police Service.

58 Zambia Police Service.

59 Zambia Police Service.

60 Uruguay Armed Forces.

61 Senegal National Gendarmerie (3), Senegal National Police (1), Republic of Sierra Leone Armed Forces (1), Zambia Police Service (1).

OUTPUTS



**Gender-sensitive construction**

**1 daycare centre** operationalised.<sup>62</sup>

**1 women's accommodation facility** constructed and equipped.<sup>63</sup>

**2 ongoing gender-sensitive construction and rehabilitation activities.**<sup>64</sup>

## ↳ **OUTCOME 4:**

**IMPROVED WORKING/LIVING CONDITIONS FOR UNIFORMED WOMEN IN UN MISSIONS**



**Gender-sensitive equipment**

**1 pilot project to improve conditions** for uniformed women peacekeepers deployed on long-duration patrols and in remote locations.<sup>65</sup>

62 Senegal National Gendarmerie.

63 Togo Armed Forces.

64 (i) Zambia Police Service – construction of women's accommodation and daycare is 90 per cent complete. (ii) Republic of Sierra Leone Armed Forces - a joint infrastructure assessment of the Peace Missions Training Centre identified priority upgrades to strengthen gender-responsive training facilities.

65 UNMISS.

# Part 2



UNMISS peacekeepers support flood prevention and preparedness efforts in Bentiu, South Sudan, 17 April 2026. This photo is included as an example of how peacekeepers operate in difficult conditions, including by reinforcing and monitoring dykes and berms, patrolling vulnerable sections and helping protect communities and key infrastructure from rising floodwaters.

(Photo: Robin Giri/UNMISS)

## Part 2: Communications and Advocacy

**In 2025, the Elsie Initiative Fund's (EIF) communications and advocacy focused on supporting its broader objective of demonstrating results and reinforcing the operational relevance of gender-responsive peacekeeping.** Using digital platforms and storytelling, the Fund highlighted progress achieved by Troop- and Police-Contributing Countries (T/PCCs) and strengthened the visibility of its portfolio in advancing the full, equal and meaningful participation of uniformed women in peace operations.

### Digital Communications

Digital communications played a key role in strengthening the Fund's visibility and engagement with stakeholders across its platforms. Storytelling—particularly through LinkedIn and the newly created *News and Stories* section of the EIF website—became a more prominent feature of the Fund's communications approach, helping to sustain audience growth and reinforce the EIF's role as a credible, evidence-based contributor to gender-responsive peacekeeping.

Tailored spotlights on Fund recipient achievements, including Jordan and Senegal, also helped communicate progress in a more results-focused way. The Fund also supported T/PCCs in communicating key milestones, including through press releases accompanying project approvals, helping to signal national commitment and increase the visibility of reforms. This also included joint communications with United Nations partners, including the Department of Peace Operations (DPO), on EIF-supported projects in mission settings.

LinkedIn was the Fund's best-performing platform in 2025, driving the majority of engagement and follower growth and confirming its value for reaching key stakeholders. Website traffic also increased, supported by key milestones such as the launch of the Fund's fourth programming round and the publication of feature stories, including the *When Women Lead* miniseries. Beyond EIF channels, the Fund's visibility grew through amplification on UN Women platforms and through online news and digital media mentions worldwide. Video content also contributed to broader engagement, demonstrating the value of using varied formats to communicate the Fund's work.

Overall, the EIF's 2025 communications showed steady growth in reach, stronger platform performance and increased visibility through cross-platform collaboration, supporting the Fund's broader communications objective of demonstrating results and reinforcing the operational relevance of gender-responsive peacekeeping and the broader Women, Peace and Security (WPS) agenda.

### Advocacy and Policy Engagement

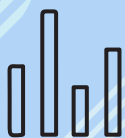
The Fund contributed to discussions on gender-responsive peacekeeping through policy engagement, publications and public events. It was referenced in United Nations publications—including in the 2025 report of the Secretary-General on Women, Peace and Security<sup>66</sup>—and was explicitly in seven Member State pledges during the 2025 Peacekeeping Ministerial held in Berlin.

The Fund's approaches and progress were also reflected in policy discussions amongst national

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<sup>66</sup> United Nations, 2025, Report of the Secretary-General on Women, Peace and Security (S/2025/3645). Accessed 26 March 2026. Available at: <https://www.un.org/sexualviolenceinconflict/wp-content/uploads/2025/10/report/united-nations-security-council-women-and-peace-and-security-report-of-the-secretary-general/n2523645-1.pdf>

## YEAR-ON-YEAR GROWTH ACROSS KEY DIGITAL METRICS



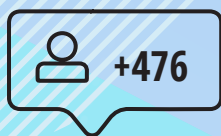
### Impressions

95K (2024) 139K (2025) **▲ 46%**



### Website traffic

21K (2024) 27K (2025) **▲ 23%**



### Follower growth

500 (2024) 976 (2025) **▲ 95%**



### Engagement rate

LinkedIn **12.6%**  
X **3.2%**



### Key Platform Performance

Total engagement (LinkedIn) **80%**

Follower growth (LinkedIn) **89%**



### External Visibility

**54**  
media and  
online mentions

governments, including at the *III Ministerial Conference of Latin America and the Caribbean on United Nations Peacekeeping Operations (LACUN)*, hosted by Paraguay.

In 2025, the EIF supported *Through Her Lens: Women Rising for Peace*, a photo exhibition marking the 25th anniversary of United Nations Security Council resolution 1325 on Women, Peace and Security. Presented by the Department of Peace Operations, the Department of Political and Peacebuilding Affairs, UN Women and the EIF, the exhibition was first featured at the Photoville Festival in Brooklyn Bridge Park and later opened at United Nations Headquarters in October 2025. The exhibition amplified the voices and leadership of women peacebuilders, peacekeepers, mediators and human rights defenders. The EIF Manager delivered remarks at



**Ambassador Gregor Wilfried Kössler, Permanent Representative of Austria to the United Nations; Deb Warren-Smith, EIF Manager; Natasha Lamoreux, UN Women; and Oliver Gruenbacher, Permanent Mission of Austria to the United Nations, at the opening of *Through Her Lens: Women Rising for Peace*, United Nations Headquarters, October 2025.**

(Photo: Permanent Mission of Austria to the United Nations)



**Through Her Lens: Women Rising for Peace exhibition at the Photoville Festival, Brooklyn Bridge Park, New York, June 2025.**

(Photo: United Nations)



Through Her Lens: Women Rising for Peace exhibition at the Photoville Festival, Brooklyn Bridge Park, New York, June 2025.

(Photo: United Nations)

the United Nations Headquarters opening, highlighting the importance of women’s full, equal and meaningful participation in peace and security.

In total, the Fund was cited and/or contributed to 19 reports, publications and public events globally. Details are provided in **Annex 2: EIF Secondary Impact**.

## Looking Ahead


In a context of increasing scrutiny of gender equality efforts and pressure on peace operations, the Fund’s communication and advocacy will focus on demonstrating the operational value of gender-responsive approaches and

communicating emerging results from its portfolio.

- Communicating clear and credible evidence of progress;
- Strengthening the Fund’s role as a source of practical, evidence-based approaches; and
- Reinforcing its contribution to global policy discussions on gender-responsive peacekeeping.

This approach will ensure that communications and advocacy remain grounded in evidence, while supporting the EIF’s core objective: enabling the full, equal and meaningful participation of uniformed women in peace operations.

# Cumulative EIF Figures 2019-2025

**US\$ 47.75M**  **US\$ 46.48M**

Total commitments signed      Total contributions received

**US\$ 16.6M**

Funds dispersed to Participating Organisations

**3** 

Programming rounds

**91** 

Letters of Interest (LOI)

- 38 T/PCCs\*
- 7 PUNOs\*\*

**30+** 

Approved proposals

- 18 T/PCCs
- 29 SIs
- 3 PUNOs (UN missions)

**11** Projects concluded

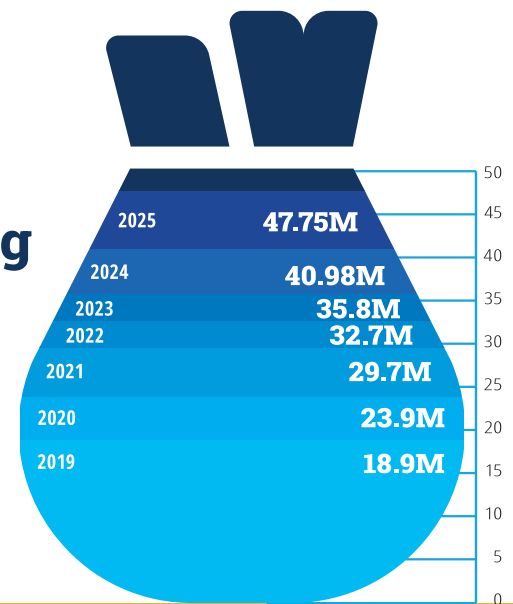
- 8 BA
- 3 FPF
- 1 UN mission
- 2 T/PCC



**2** Projects terminated

- 2 FPF
- 1 UN mission
- 1 T/PCC

 **Funding**



2019 marked the establishment of the Fund, with initial financing agreements signed and first contributions received.

	New commitments signed (US\$)	Contributions received (US\$)
2019	<b>15.6M</b>	<b>14.7M</b>
2020	<b>9.2M</b>	<b>6.1M</b>
2021	<b>5.0M</b>	<b>5.8M</b>
2022	<b>3.0M</b>	<b>5.3M</b>
2023	<b>3.3M</b>	<b>3.9M</b>
2024	<b>4.5M</b>	<b>3.6M</b>
2025	<b>12.4M<sup>†</sup></b>	<b>7.3M</b>



**LOIs  
received**



**Proposals  
invited for  
submission**



**Proposals  
approved**



**Projects  
concluded**

**1<sup>ST</sup> PROGRAMMING ROUND**

**41**

- 19 T/PCCs
- 4 PUNOs (6 LOIs)
- 35 SIs

**19**

- T/PCCs
- 32 SIs

**10**

- 4 BAs
- 6 flexible project funding (FPF)
  - 2 combined with BAs
  - 2 combined with GSU premium
- 13 SIs

**5**

- 4 BAs
- 1 FPF
- 7 SIs

**2<sup>ND</sup> PROGRAMMING ROUND**

**20**

- 16 T/PCCs
- 2 PUNOs
- 18 SIs

**13**

- 11 T/PCCs
- 2 PUNOs
- 11 SIs
- 2 UN missions

**10**

- 5 BAs
- 5 FPF
  - 1 combined with GSU premium
- 8 SIs
- 2 UN missions

**5**

- 4 BAs
- 2 FPF
  - 1 combined with GSU premium
- 5 SIs

**3<sup>RD</sup> PROGRAMMING ROUND**

**30**

- 22 T/PCCs
- 3 PUNOs
- 28 SIs

**14**

- 13 T/PCCs
- 2 PUNOs
- 19 SIs
- 2 Missions

**10**

- 6 BAs<sup>++</sup>
- 4 FPFs
- 8 SIs
- 1 Mission

NIL



**MINUSCA police and military personnel engage with community members during a field visit in the Central African Republic, 2025. The image illustrates the Mission's continued work with local communities in support of protection of civilians and mandate implementation.**

(Photo: MINUSCA)

\* Where a T/PCC submitted more than one LOI, it is counted once.

\*\* Where a PUNO submitted more than one LOI, it is counted once.

† One T/PCC application is on hold due to national-level developments; one T/PCC declined to proceed following a change in leadership and reassessment of needs.

‡ Commitments on the MPTFO Gateway are reflected as per their due dates. Commitments reflect the total value of new financing agreements signed in each year, including additional agreements concluded with existing donors, and are counted once at signature.

Contributions reflect funds received by the Fund in the same year, in line with agreed payment schedules as recorded in the United Nations Multi-Partner Trust Fund (MPTF) Office Gateway. United Nations Multi-Partner Trust Fund Office, 2026, Elsie Initiative Fund, accessed 27 March 2026. Available at: <https://mptf.undp.org/fund/eif00>

†† One T/PCC application is on hold due to national-level developments; one T/PCC declined to proceed following a change in leadership and reassessment of needs.

# Part 3



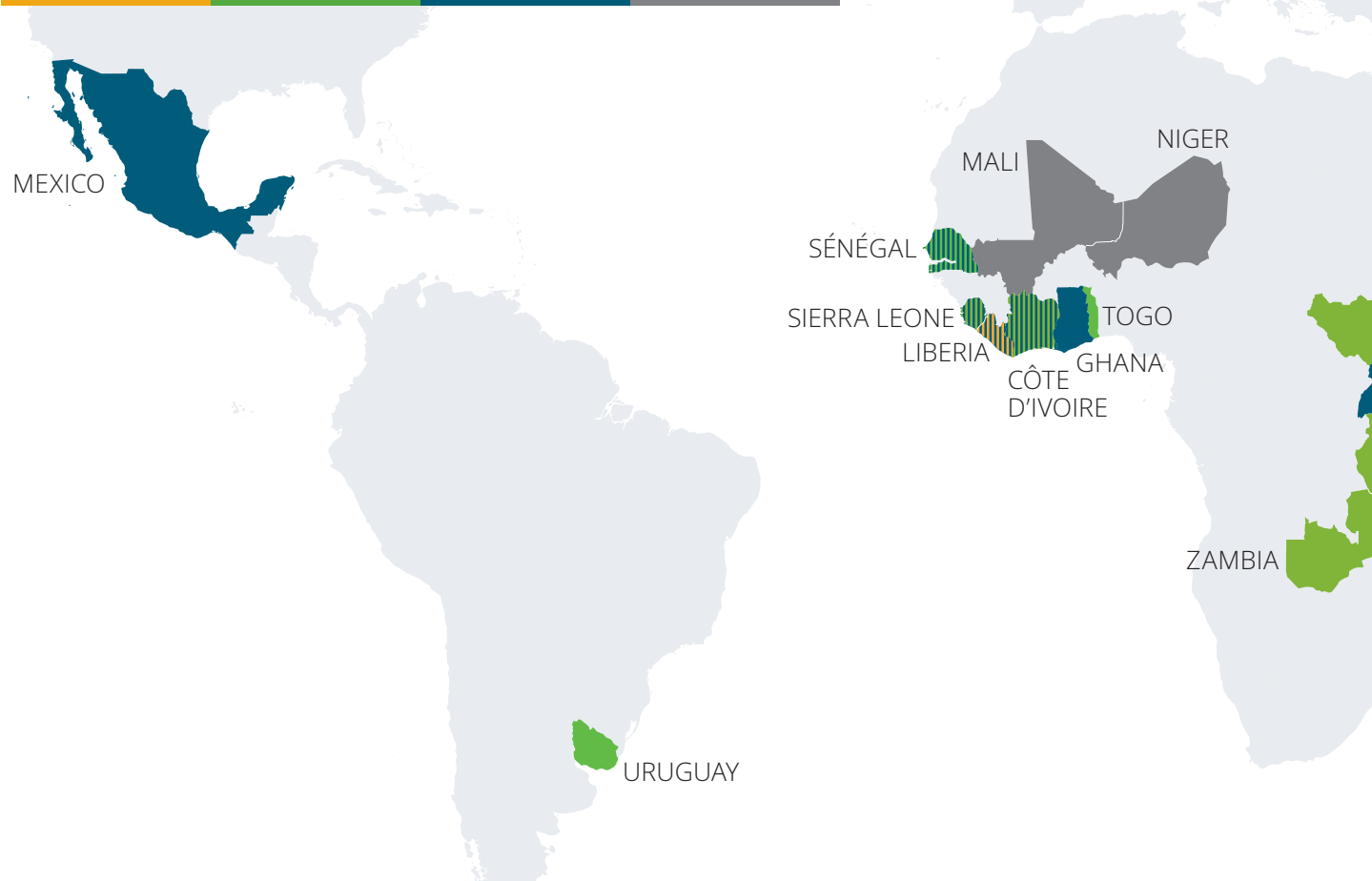
Warrant Officer Ham Sievhong, a Cambodian peacekeeper serving with UNIFIL, works as one of the mission's few women deminers in southern Lebanon, 2025. Her work supports the safe return of communities affected by landmine contamination and recurring conflict.

(Photo: Rita Kalaban/UN Photo, via UN Women)

## PROJECT STATUS MAP

EIF project portfolio and status (as at end 2025)

APPROVED	IN PROGRESS	COMPLETED	TERMINATED
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PROJECTS	STATUS	APPROVED BUDGET	PROGRAMMING ROUND
Bangladesh Armed Forces	IN PROGRESS	US\$997,336	1st
Cambodia Armed Forces (MOWIP)	COMPLETED (2024)	US\$267,725	2nd
Côte d'Ivoire Armed Forces (MOWIP)	IN PROGRESS	US\$249,251	3rd
Côte d'Ivoire National Police (MOWIP)	COMPLETED (2023)	US\$219,996	2nd
Côte d'Ivoire National Police	IN PROGRESS	US\$518,956	3rd
Fiji Armed Forces (MOWIP)	IN PROGRESS	US\$257,573	3rd
Fiji Police Force (MOWIP)	IN PROGRESS	US\$261,568	3rd
Ghana Armed Forces	COMPLETED (2024)	US\$3,700,669	2nd
Jordan Public Security Directorate	COMPLETED (2023)	US\$1,000,000	1st
Liberia Armed Forces (MOWIP)	COMPLETED (2022)	US\$120,000	1st
Liberia Armed Forces	APPROVED	US\$663,792	3rd
Mexico Armed Forces, Navy and Police (MOWIP)	COMPLETED (2022)	US\$318,736	1st
Niger Armed Forces and Police (MOWIP)	TERMINATED <sup>67</sup> (2023)	US\$996,052	1st
Senegal Armed Forces (MOWIP)	COMPLETED (2025)	US\$200,458	2nd

<sup>67</sup> Project was terminated following the coup d'état in Niger in July 2023.



PROJECTS	STATUS	APPROVED BUDGET	PROGRAMMING ROUND
Senegal National Gendarmerie	IN PROGRESS	US\$2,153,757	1st
Senegal National Police	IN PROGRESS	US\$1,766,688	1st
Republic of Sierra Leone Armed Forces (MOWIP)	COMPLETED (2022)	US\$184,677	1st
Sierra Leone Armed Forces (FPF)	IN PROGRESS	US\$750,007	3rd
Sierra Leone Police (MOWIP)	COMPLETED (2023)	US\$197,198	1st
Tanzania People's Defence Force (MOWIP)	IN PROGRESS	US\$280,000	3rd
Togo Armed Forces (MOWIP)	IN PROGRESS	US\$999,998	1st
Togo Police (MOWIP)	IN PROGRESS	US\$150,666	2nd
Uganda Police Force (MOWIP)	COMPLETED (2023)	US\$219,232	2nd
Uruguay Armed Forces	IN PROGRESS	US\$1,105,678	2nd
Zambia Police Service	IN PROGRESS	US\$932,072	2nd
The United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)	TERMINATED <sup>68</sup> (2023)	US\$1,499,623	2nd
The United Nations Interim Force in Lebanon (UNIFIL)	COMPLETED (2022)	US\$357,181	2nd
The United Nations Mission in South Sudan (UNMISS)	IN PROGRESS	US\$749,952	3rd
<b>EIF Steering Committee Total Amount Approved</b>		<b>US\$21,118,841</b>	

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

# Part 3: Project Profiles

Since its inception, the Elsie Initiative Fund (EIF) has funded 28 projects across 25 security institutions in 16 countries,<sup>69</sup> as well as three United Nations peacekeeping operations. By the end of 2025, 11 projects had been successfully completed—eight in 2022–2023, two in 2024 and one in 2025<sup>70</sup>—with each fully achieving its planned project results.

In 2025, 14 projects commenced or continued implementation, while one project was completed and one project remained at the approval stage. This portfolio included seven new projects from the third programming round that were approved by the EIF Steering Committee and began implementation during the year.

This part comprises a project profile for each of the 16 projects that were active in 2025—either approved, under implementation or completed during the year. Each profile includes a summary of the project’s deliverables, budget, timeframe, and key results to date. Deployment data in each project profile reflects the 2025 average and was

sourced from the Department of Peace Operations (DPO) website.<sup>71</sup>

## Project Key Results

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

KEY RESULTS	
OUTCOME 1	OUTCOME 2
OUTCOME 3	OUTCOME 4



Nepalese peacekeepers serving with UNMISS support a women’s health awareness session in Durupi, Juba, South Sudan, 9 May 2025. The session provided information on pregnancy, breastfeeding and menstrual health, and included the distribution of sanitary pads and other health supplies.

(Photo: Nektarios Markogiannis/UNMISS)

69 All T/PCCs except Uruguay are eligible to receive Official Development Assistance (ODA), in accordance with OECD-DAC classifications. Organisation for Economic Co-operation and Development (OECD), 2025, *DAC List of ODA Recipients*. Accessed 30 January 2026. Available at: <https://www.oecd.org/dac/financing-sustainable-development/development-finance-standards/dac-list.htm>

70 Elsie Initiative Fund (2023), *2022 Annual Report*. Accessed 30 January 2026. Available at: <https://elsiefund.org/wp-content/uploads/2023/06/2022-Narrative-and-Financial-Report-Elsie-Fund.pdf>; Elsie Initiative Fund (2024) *2023 Annual Report*. Accessed 30 January 2026. Available at: <https://elsiefund.org/wp-content/uploads/2024/05/EIF-AR-2023.pdf>. Elsie Initiative Fund (2025), *2024 Annual Report*. Accessed 30 January 2026. Available at: <https://elsiefund.org/wp-content/uploads/2025/06/EIF-AR-2024.pdf>

Projects completed in 2022 include: (i) Liberia Armed Forces (1st PR); (ii) Mexico Armed Forces, Navy, and Police (1st PR); (iii) Republic of Sierra Leone Armed Forces (1st PR); and (iv) UNIFIL (2nd PR). Projects completed in 2023 include: (i) Côte d’Ivoire National Police (2nd PR); (ii) Jordan Public Security Directorate (1st PR); (iii) Sierra Leone Police (1st PR); and (iv) Uganda Police Force (2nd PR). Projects completed in 2024 include: (i) Cambodia Armed Forces (2nd PR); and (ii) Ghana Armed Forces (2nd PR). The project completed in 2025 is: Senegal Armed Forces (2nd PR)

71 Deployment data is sourced from the United Nations, Peace and Security Data Hub – *DPO Historical Dataset, 2025*. Accessed 22 March 2025. Available at: <https://psdata.un.org/dataset/DPO-UCHISTORICAL>

# 1. The People's Republic of Bangladesh Armed Forces<sup>72</sup>

The People's Republic of Bangladesh is the 3rd largest Troop- and Police-Contributing Country (T/PCC) to United Nations peace operations and the 2nd largest Troop Contributing Country (TCC), deploying 5,345 military personnel, of whom 357 (6.68 per cent) are women.

The Bangladesh Armed Forces deploy 5,178 troops, of whom 325 (6.28 per cent) are women; 114 Staff Officers (SOs), of whom 25 (21.93 per cent) are women; and 53 United Nations Military Experts on Mission (UNMEMs), of whom 7 (13.21 per cent) are women.



EIF project document signing ceremony with representatives of the Government of Bangladesh, UNOPS and BIPSOT, Bangladesh, 2025. From left: AKM Sohel; Md. Shahriar Kader Siddiky; Sudhir Muralidharan; Colonel Kazi Nadir Hossain; and Colonel Tareq.

(Photo: BIPSOT)

	<b>EIF Results Framework</b>	<b>This project contributes to EIF Outcome 3</b>
	<b>Project deliverable</b>	Construction of a women's accommodation facility for 60 women peacekeepers. This will increase the capacity of the Bangladesh Armed Forces' Institute of Peace Support Operation Training (BIPSOT) to train approximately 240 women peacekeepers per annum - four sessions per year
	<b>Project approval date</b>	28 March 2022
	<b>Total approved EIF budget</b>	US\$997,336
	<b>Funds transferred as of 2025 December 31</b>	US\$997,336
	<b>Beneficiary</b>	Bangladesh Armed Forces – BIPSOT <sup>73</sup>
	<b>Fund Recipient</b>	United Nations Office for Project Services (UNOPS)
	<b>Project start date</b>	14 April 2025
	<b>Project end date</b>	31 March 2028
	<b>Planned project duration</b>	24 months (construction), with an additional 12-month defects liability period

<sup>72</sup> Armed Forces Division, *Official Website*. Accessed 30 January 2026. Available at: <https://www.afd.gov.bd/>

<sup>73</sup> Bangladesh Institute of Peace Support Operation Training, *Home*. Accessed 28 March 2025. Available at: <https://www.bipsot.net>

## 2. The Republic of Côte d'Ivoire - Côte d'Ivoire Armed Forces<sup>74</sup>





The Republic of Côte d'Ivoire is the 41st largest T/PCC to United Nations peace operations and the 47th largest TCC, deploying 187 military personnel, of whom 18 (9.63 per cent) is a woman.

The Republic of Côte d'Ivoire Armed Forces deploy 181 troops, of whom 17 (9.39 per cent) are women; 5 SOs, of whom 1 (20 per cent) is a woman; and 1 UNMEM, of whom 0 (0 per cent) are women.







Regional MOWIP sensitisation campaign, 3rd Military Region, Bouaké, Côte d'Ivoire, July 2025.

(Photo: UN Women Côte d'Ivoire)

	<b>EIF Results Framework</b>	<b>This project contributes to EIF Outcome 1</b>
	<b>Project deliverable</b>	Conduct of a Measuring Opportunities for Women in Peace Operations (MOWIP) Barrier Assessment (BA), including data collection and analysis, and production of a report and recommendations.
	<b>Project approval date</b>	27 November 2024
	<b>Total approved EIF budget</b>	US\$249,251
	<b>Funds transferred as of 2025 December 31</b>	US\$249,251
	<b>Beneficiary</b>	Côte d'Ivoire Armed Forces
	<b>Fund Recipient</b>	UN Women Côte d'Ivoire
	<b>Implementing Partner</b>	Cellule d'Analyse des Politiques Économiques (CAPEC) du Centre Ivoirien de Recherches Économiques et Sociales (CIRES) <sup>75</sup>
	<b>Project start date</b>	5 December 2024

<sup>74</sup> Ministry of Defense of Côte d'Ivoire, Department of Defense *Official Website*. Accessed 30 January 2026. Available at: <https://pwic.gouv.ci/>

<sup>75</sup> Cellule d'Analyse des Politiques Économiques du Centre Ivoirien de Recherches Économiques et Sociales. Accessed 28 March 2025. Available at: <https://www.capec-ci.org/>

	<b>Project end date</b>	30 April 2026
	<b>Planned project duration</b>	12 months
	<b>Project revision approval dates</b>	26 November 2025: no-cost extension: 4 months through 30 April 2026
	<b>Total project duration</b>	16 months

## KEY RESULTS

### EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT



**380 surveys**

380 surveys administered by the MOWIP enumerator team (190 women and 190 men)



**35 interviews**

35 key decision-maker interviews (1 woman and 34 men)









**Official Launch Ceremony of the MOWIP Project, May 2025.**

(Photo: UN Women Côte d'Ivoire)

### 3. The Republic of Côte d'Ivoire - Côte d'Ivoire National Police<sup>76</sup>

The Republic of Côte d'Ivoire is the 41st largest T/PCC to United Nations peace operations and the 17th largest Police- Contributing Country (PCC), deploying 57 Individual Police Officers (IPOs), of whom 19 (33.33 per cent) are women.

 EIF Results Framework	This project contributes to EIF Outcome 3
 <b>Project deliverables</b>	<ol style="list-style-type: none"> <li>1. Adoption of a ministerial decree establishing a minimum quota of 30% women among candidates for Assessment for Mission Service (AMS) and UN peacekeeping deployments and reducing the minimum years of service required for deployment eligibility from 15 to 10 years.</li> <li>2. Development and dissemination of a National Police Gender Strategy and costed action plan aligned with Security Sector Reform (SSR) gender objectives.</li> <li>3. Integration of a dedicated peacekeeping training module into the Côte d'Ivoire National Police continuous professional training and development program, targeting 500 officers (350 women and 150 men).</li> <li>4. Development and dissemination of information materials outlining deployment opportunities, eligibility criteria and career advancement benefits, including success stories of deployed women officers.</li> <li>5. Establishment of a repository of advocacy and awareness-raising materials promoting women's participation in the security sector, including in UN peace operations.</li> <li>6. Delivery of an annual awareness-raising tour on peacekeeping deployment criteria and the benefits of increased participation of women in peace operations.</li> </ol>
 <b>Project approval date</b>	16 October 2025
 <b>Total approved EIF budget</b>	US\$518,956
 <b>Funds transferred as of 2025 December 31</b>	US\$518,956
 <b>Beneficiary</b>	Côte d'Ivoire National Police

<sup>76</sup> Ministère de l'Intérieur et de la Sécurité, *Official website*. Accessed 30 January 2026. Available at: <https://www.interieur.gouv.ci/accueil>

	<b>Fund Recipient</b>	UN Women Côte d'Ivoire
	<b>Implementing Partner</b>	Côte d'Ivoire National Police
	<b>Project start date</b>	16 October 2025
	<b>Project end date</b>	16 October 2027
	<b>Planned project duration</b>	24 months

*“ This new funding provides a unique opportunity to address, in a targeted and relevant way, the main obstacles hindering the participation of Ivorian policewomen in United Nations peacekeeping operations. These challenges were clearly highlighted by the MOWIP barrier assessment, made possible thanks to the EIF’s initial support. ”*

**Youssouf Kouyate,**  
Inspector General of the Côte d'Ivoire National Police

*“ UN Women welcomes this strategic partnership and reaffirms its commitment to supporting the National Police in implementing this project, which brings hope, innovation, and progress. Together, we are taking a new step toward a society where women and men contribute equally to peacebuilding and the sustainable protection of communities. ”*

**Ms. Adjaratou Ndiaye,**  
UN Women Resident Representative

## 4. The Republic of Fiji Military Forces<sup>77</sup>

The Republic of Fiji is the 33rd largest T/PCC to United Nations peace operations and the 32nd largest TCC, deploying 298 military personnel, of whom 34 (11.41 per cent) are women.

The Republic of Fiji Military Forces deploy 287 troops, of whom 33 (11.50 per cent) are women; 8 SOs, of whom 1 (12.50 per cent) is a woman; and 3 UNMEMs, of whom none are women.



Republic of Fiji Military Forces participants at Fiji's joint project launch ceremony, Suva, Fiji, 2 June 2025.

(Photo: Fiji Ministry of Civil Service)

	<b>EIF Results Framework</b>	<b>This project contributes to EIF Outcome 1</b>
	<b>Project deliverable</b>	Conduct of a MOWIP BA, including data collection and analysis, and production of a report and recommendations.
	<b>Project approval date</b>	6 May 2025
	<b>Total approved EIF budget</b>	US\$257,573
	<b>Funds transferred as of 2025 December 31</b>	US\$257,573
	<b>Beneficiary</b>	Republic of Fiji Military Forces (RFMF)
	<b>Fund Recipient</b>	Ministry of Home Affairs and Immigration – Ministry of Defence and Veteran Affairs
	<b>Implementing Partner</b>	Ethos CRS
	<b>Project start date</b>	21 May 2025
	<b>Project end date</b>	20 June 2026
	<b>Planned project duration</b>	13 months
	<b>Total project duration</b>	13 months

<sup>77</sup> Republic of Fiji Military Forces, *Official website*. Accessed 29 January 2026. Available at: <https://www.rfmf.mil.fj/>

## KEY RESULTS

### EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT



**410 surveys**

410 surveys administered by the MOWIP enumerator team (200 women and 210 men)



**31 interviews**

31 key decision-maker interviews (7 women and 24 men)

“ *The gender barrier assessment is not a checklist – it is a call to action. We will use its findings to transform our policies, culture, and practices to ensure the RFMF is a place where every Fijian, regardless of gender, can serve with dignity and purpose.* ”

**Jone Kalouniwai,**  
RFMF Commander Major General



Personnel from the Fiji Battalion serving with UNDOF and staff from the Joint Operations Centre participate in key leader engagements with municipal heads from Abata al-Khashab, New Hamediyah and Al-Batinah on the Syrian side of the Area of Separation in the Golan Heights, December 2025.

(Photo: UNDOF)

STATUS

IN PROGRESS

## 5. The Republic of Fiji - Fiji Police Force<sup>78</sup>

The Republic of Fiji is the 33rd largest T/PCC to United Nations peace operations and the 26th largest PCC, deploying 27 IPOs, of whom 11 (40.74 per cent) are women.

	<b>EIF Results Framework</b>	<b>This project contributes to EIF Outcome 1</b>
	<b>Project deliverable</b>	Conduct of a MOWIP BA, including data collection and analysis, and production of a report and recommendations.
	<b>Project approval date</b>	6 May 2025
	<b>Total approved EIF budget</b>	US\$261,568
	<b>Funds transferred as of 2025 December 31</b>	US\$261,568
	<b>Beneficiary</b>	Fiji Police Force (FPF)
	<b>Fund Recipient</b>	Ministry of Home Affairs and Immigration – Ministry of Defence and Veteran Affairs
	<b>Implementing Partner</b>	Ethos CRS
	<b>Project start date</b>	27 May 2025
	<b>Project end date</b>	20 May 2026
	<b>Planned project duration</b>	12 months
	<b>Total project duration</b>	12 months

### KEY RESULTS

#### EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT



**405 surveys**

405 surveys administered by the MOWIP enumerator team (194 women and 211 men)



**33 interviews**

33 key decision-maker interviews (7 women and 26 men)

<sup>78</sup> Fiji Police Force, *Official website*. Accessed 29 January 2026. Available at: <https://www.police.gov.fj/>

“ In recognition of women’s contribution, the Fiji Police Force commits to foster an environment that is supportive, inclusive and empowering women to break barriers and contribute to a more balanced and effective workforce, in all fronts of policing. ”

**Rusiate Tudravu**  
Fiji Police Force Commissioner



UN Police Officer Shalemi Kumar (Fiji) engages with local communities in Jonglei through community policing efforts, November 2025

(Photo: UNMISS)














UN Police Officer Shalemi Kumar of Fiji engages with local communities through community policing efforts in Jonglei State, South Sudan, November 2025.

(Photo: UNMISS)

## 6. The Republic of Liberia – Armed Forces of Liberia<sup>79</sup>

The Republic of Liberia is the 79th largest T/PCC to United Nations peace operations and the 94th largest TCC, deploying 5 military personnel, of whom 2 (40.00 per cent) are women.

The Republic of Liberia Armed Forces deploy 1 SO, who is not a woman, and 4 UNMEMs, of whom 2 (50.00 per cent) are women.

 EIF Results Framework	This project contributes to EIF Outcome 3
 <b>Project deliverables</b>	<ol style="list-style-type: none"> <li>1. Delivery of 40 nationwide recruitment and outreach initiatives targeting secondary and tertiary institutions, reaching at least 3,000 young people online and 125 young women for enlistment in the AFL.</li> <li>2. Delivery of mentoring and pre-deployment training for 147 women soldiers, covering core operational, language, and gender-related competencies.</li> <li>3. Review and revision of recruitment and retention policies, and development of whistleblower, sexual harassment (SH), and Sexual Exploitation and Abuse (SEA) policies.</li> <li>4. Delivery of 8 targeted trainings for AFL personnel and beneficiaries on prevention of SEA and SH, with at least 98% of SEA and harassment cases investigated and resolved on time.</li> <li>5. Provision of reproductive health services, mental health and psychosocial support for 247 soldiers (147 women, 100 men), distribution of dignity and hygiene kits, and strengthening of sexual and gender-based violence (SGBV) response capacity at the 14th Military Hospital.</li> </ol>
 <b>Project approval date</b>	26 November 2025
 <b>Total approved EIF budget</b>	US\$663,792
 <b>Funds transferred as of 2025 December 31</b>	US\$663,792
 <b>Beneficiary</b>	Armed Forces of Liberia
 <b>Fund Recipient</b>	UN Women Liberia
 <b>Implementing Partner</b>	Armed Forces of Liberia
 <b>Project start date</b>	11 December 2025
 <b>Project end date</b>	10 December 2027
 <b>Planned project duration</b>	24 months

<sup>79</sup> Ministry of National Defence, Liberia, *Official website*. Accessed 30 January 2026. Available at: [Ministry of National Defense](#)








STATUS

COMPLETED

## 7. The Republic of Senegal – Senegal Armed Forces<sup>80</sup>

The Republic of Senegal is the 12th largest T/PCC to United Nations peace operations and the 43rd largest TCC, deploying 206 military personnel, of whom 14 (6.80 per cent) are women.

The Senegal Armed Forces deploy 180 troops, of whom 11 (6.11 per cent) are women; 24 SOs, of whom 2 (8.33 per cent) are women; and 2 UNMEMs, of whom 1 (50.00 per cent) is a woman.

	<b>EIF Results Framework</b>	<b>This project contributes to EIF Outcome 1</b>
	<b>Project deliverable</b>	Conduct of a MOWIP BA, including data collection and analysis, and production of a report and recommendations.
	<b>Project approval date</b>	22 April 2022
	<b>Total approved EIF budget</b>	US\$200,458
	<b>Funds transferred as of 2025 December 31</b>	US\$200,458
	<b>Beneficiary and Fund Recipient</b>	Senegal Armed Forces
	<b>Implementing Partner</b>	Agence nationale de la Statistique et de la Démographie (ANSD) <sup>81</sup> and Centre des Hautes Études de Défense et de Sécurité (CHEDS) <sup>82</sup>
	<b>Project start date</b>	11 November 2022
	<b>Project end date</b>	30 April 2025
	<b>Planned project duration</b>	9 months
	<b>Project revision approval dates</b>	<ol style="list-style-type: none"> <li>23 January 2023: no-cost extension: 8 months through 31 December 2023</li> <li>2 January 2024: no-cost extension 6 months through 30 June 2024</li> <li>22 July 2024: no-cost extension: 6 months through 31 December 2024</li> <li>11 February 2025: no-cost extension: 2 months through 30 April 2025</li> </ol>
	<b>Total project duration</b>	30 months (including four approved no-cost extensions)

80 Ministère des Forces Armées du Senegal, *Official website*. Accessed 30 January 2026. Available at: <https://www.forcesarmees.gouv.sn/>

81 Agence nationale de la Statistique et de la Démographie, *Official website*. Accessed 30 January 2026. Available at: <https://www.ansd.sn/>

82 Centre des Hautes Études de Défense et de Sécurité, *Official website*. Accessed 30 January 2026. Available at: <https://cheds.gouv.sn/>

## KEY RESULTS

### EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT



**1 MOWIP**

1 MOWIP report launched<sup>83</sup>



## MOWIP 3-Year Action Plan

### HIGHEST MOWIP BARRIERS:

DEPLOYMENT SELECTION, INFRASTRUCTURE, LEADERSHIP, AND SOCIAL EXCLUSION

### 4 STRATEGIC AREAS:

#### 1. Improve women's representation in the Armed Forces

- Strengthen recruitment and retention of women
- Strengthen gender-sensitive infrastructure
- Promote women's leadership
- Improve women's access to operational tasks



#### 2. Strengthen knowledge and competencies on gender issues within the Armed Forces

- Train military personnel on gender-responsive leadership
- Train all military personnel on gender and related themes (genre et thématiques liées (GTL))



#### 3. Integrate gender issues into military planning

- Develop a gender strategy for the General Staff of the Armed Forces
- Advocate with senior leadership to promote women to command-level roles
- Develop a directive to integrate gender into deployment planning



#### 4. Improve perceptions of women's participation in the Armed Forces

- Sensitise military personnel on the importance of women's participation in the Armed Forces
- Conduct sensitisation activities on women's roles in peace operations
- Conduct external sensitisation activities about women's roles in the Armed Forces to support recruitment



<sup>83</sup> Senegal Armed Forces, 2024, *MOWIP Barrier Assessment Report*. Accessed 30 January 2026. Available at: <https://elsiefund.org/wp-content/uploads/2024/12/Rapport-MOWIP-Armees.pdf>

## 8. The Republic of Senegal – Senegal National Gendarmerie<sup>84</sup>

The Republic of Senegal is the 12th largest T/PCC to United Nations peace operations and the 2nd largest PCC, deploying 998 police officers, of whom 191 (19.14 per cent) are women.

The Senegal National Police and Gendarmerie deploy 942 FPU personnel, of whom 173 (18.37 per cent) are women; and 56 IPOs, of whom 18 (32.14 per cent) are women.



Gender-responsive leadership training for women officers, July 2025

(Photo: Senegal National Gendarmerie)

➔	EIF Results Framework	This project contributes to EIF Outcomes 2 and 3
📁	Project deliverables	<ol style="list-style-type: none"> <li>1. Development of a gender policy, delivery of an awareness-raising workshop for decision-makers, and training for staff.</li> <li>2. Training of personnel, including: (a) 2,400 women for recruitment; (b) 160 women for promotion; (c) 30 women in leadership positions; (d) 186 women for Assessment for Mission Service – Selection Assistance and Assessment Team (AMS-SAAT) examinations; and (e) 843 women and men officers for gender training for FPUs prior to deployment.</li> <li>3. Establishment of a pool of 140–150 women police personnel eligible and trained for deployment to UN peace-keeping operations.</li> <li>4. Deployment of three GSUs (FPUs) per year over three years.</li> <li>5. Delivery of an awareness campaign to support the recruitment of women, targeting 1,500 applications per year.</li> <li>6. Construction of a day-care centre at the National Gendarmerie.</li> </ol>
📅	Project approval date	23 December 2020
💰	Total approved EIF budget	US\$2,153,757 <sup>85</sup>
📄	Funds transferred as of 2025 December 31	US\$735,069

<sup>84</sup> Gendarmerie Nationale du Senegal, *Official website*. Accessed 30 January 2026. Available at: <https://www.gendarmerie.sn/>

<sup>85</sup> US\$133,414 was used to support the deployment of IPOs through capacity-building activities, including training for women police officers to prepare for the Assessment for Mission Service – Selection Assistance and Assessment Team (AMS-SAAT) examination.

	<b>Beneficiary and Fund Recipient</b>	Senegal National Gendarmerie
	<b>Implementing Partner</b>	Femmes Africa Solidarité – Pan-African Centre for Gender, Peace and Development (FAS – PAC) <sup>86</sup>
	<b>Project start date</b>	23 July 2021
	<b>Project end date</b>	30 June 2025 (a further no-cost extension is under review)
	<b>Project extension approval dates</b>	<ol style="list-style-type: none"> <li>31 July 2023: no-cost extension: 12 months through 31 July 2024</li> <li>1 November 2024: no-cost extension and budget revision: 11 months through 30 June 2025</li> <li>A further no-cost extension and budget revision is under review (proposed through 31 December 2027)</li> </ol>
	<b>Total project duration</b>	FPF – 47 months; GSU – 47 months (including two approved no-cost extensions)

## KEY RESULTS

### GSU DEPLOYMENT AND MEANINGFUL PARTICIPATION



**1 GSU**

1 GSU deployed to MONUSCO in 2024–2025, with 21.6% per cent women’s representation at all levels

**39 women trained and mentored**

39 women were trained and mentored prior to deployment to ensure their full integration into the unit

### GENDER-SENSITIVE INFRASTRUCTURE



**1 daycare**

1 day-care centre operational, hosting 37 children in 2025

### ELIGIBLE POOL



**29 women passed AMS-SAAT**

After women-only pre-AMS training, 29 of 38 women selected for the exam passed — a 76% success rate

**4 women deployed as IPOs in 2025**

From the 2022 EIF-supported AMS-SAAT roster of 19 women

86 Femmes Africa Solidarité, *Official website*. Accessed 30 January 2026. Available at: <https://new.fasngo.org/home/> <https://new.fasngo.org/home/>



**63%**  
of roster  
deployed

12 of 19 women from the 2022 EIF-supported AMS-SAAT roster deployed as IPOs between 2023 and 2025<sup>87</sup>

CAPACITY-BUILDING TRAINING ON GENDER



**159**  
officer-level  
gendarmes  
trained

159 officer-level gendarmes (10 women and 149 men) trained by FAS on SEA/SH, and gender issues in Officer Training Schools



**26**  
women  
officers  
trained

26 women officers received training on gender-responsive leadership



Gender-responsive leadership training for women officers, Senegal, July 2025.

(Photo: Senegal National Gendarmerie)

87 The 2025 roster of 29 women has not yet deployed to United Nations peace operations.



IMPACT

STORY

## When women lead: Captain Ndeye Yacine Faye, trailblazer in the Senegal Gendarmerie

Captain Ndeye Yacine Faye was one of the first women to join the Senegal National Gendarmerie and is the first to command its Air Transport Company. In 2025, she passed the Assessment for Mission Service (AMS), a standardised test that determines suitability for deployment to United Nations peacekeeping operations. She shares her journey, challenges, and future aspirations.



**Captain Ndeye Yacine Faye leads a team responsible for security and operations across the Senegal National Gendarmerie's two major airport sites.**

(Photo: Senegal National Gendarmerie)

**What motivated you to join the gendarmerie?** I was part of the first cohort of women to join the gendarmerie in 2006. What drew me in was the uniform, the discipline, and the desire to serve. At the time, I didn't even know the difference between the police and gendarmerie – I just knew I wanted to be part of it. Since then, I've worked my way up through territorial units, administrative roles, officer training, and command positions. Today, I lead a team that ensures the security of Dakar and Thiès airports.

**What is your experience of being a leader?** As a leader, you have to set an example and be rigorous in your work. Being the first woman in this role has not always been easy; there's often pressure and a need to prove yourself. In May 2024, I led an investigation

into an aircraft accident. I was the only woman on the team and directed the entire operation—the first time a woman had led such an investigation in Senegal. I'm used to pressure, and I regularly participate in crisis management exercises. The command trusts my work, and they've asked me to extend my posting for a further two years.

**What are your ambitions?** My ambition is to serve as an Individual Police Officer (IPO) in an international peacekeeping mission. I want to build on the experience I've gained since 2006, learn in a diverse environment, and contribute to protecting vulnerable populations. Before sitting the AMS exam, I completed a pre-AMS course, supported by the Elsie Initiative Fund (EIF), specifically conducted for servicewomen to help strengthen their readiness for deployment. It helped me approach the exam with confidence and clarity—especially in areas such as driving and firearms, where mastering control and accuracy is essential. Women often have less access to manual vehicles or firearms during their regular assignments.

**What is your advice to aspiring women leaders?** Young women aspiring to take on leadership roles need three things—passion for the job, willpower, and commitment—and the rest will follow. When I joined the officer training school, I was married with a child. It was the first time someone in that situation had been accepted. They questioned whether I could handle it, but I graduated top of my class. Women are capable of anything—what we need are the opportunities to realise our full potential.

In May 2025, the Senegal National Gendarmerie, with support from the EIF, organised a pre-AMS training course specifically for uniformed women preparing for the AMS exam. This initiative is a cornerstone of Senegal's broader strategy to increase the number of women participating in peacekeeping. The training proved highly effective, helping more women, including Captain Faye, qualify for deployment as IPOs — with a record 76 per-cent success rate.



IMPACT

STORY

## Discussing gender norms with Senegal's next generation of peacekeepers

Inside Senegal's National Gendarmerie, attitudes towards gender are beginning to shift. With support from the Elsie Initiative Fund, gender-focused training is encouraging young student gendarmes such as Awa Padane and Babou Mansaly to rethink long-held beliefs about equality and leadership in the security sector.

I used to think that leadership in the gendarmerie was reserved for men, says Awa Padane, a student gendarme. But after this training and meeting some of the great

women in our force, my perception changed. For Awa, the shift was both personal and cultural. Here in Senegal, as in much of Africa, we're taught that men should occupy the largest decision-making bodies. But through this training, I realised, that as we have the same abilities as men, women can also achieve great things.



**Awa Padane, student gendarme with humanitarian experience and a master's degree in peace and security studies, Senegal, 2025.**

(Photo: Senegal National Gendarmerie)

Her colleague, student gendarme Babou Mansaly, echoes this sentiment. Babou joined the gendarmerie in early 2024 and admits that his views on gender were shaped by societal norms.

Before the training, I didn't really consider the role of women in the service, he says. Now, I think about it differently. I understand that they too have their place—and the capacity to lead.

The training is designed to challenge stereotypes and foster inclusive mindsets from the earliest stages of a gendarme's career, building a more equitable and effective security force. What struck me most, Babou reflects, was the equal expectations that we should have of women and men in the security sector. The training showed us the impact women can have. Women have the talent and capacity to carry out tasks—just like men.

Awa adds that the training helped clarify misconceptions. Many still think that talking about gender is talking about homosexuality, she says. It's really about recognising the specific needs and contributions of women and men in the workplace.



**Babou Mansaly, student gendarme and mechanic, Senegal, 2025.**

(Photo: Senegal National Gendarmerie)

The impact of the training goes beyond individual awareness—it is laying the ground-work for institutional change. If we approach gender from the start, Babou explains, it helps people change their vision—to see that women are not subordinate to men. They'll understand that women must be valued and given opportunities to succeed.








Both trainees are enthusiastic about future deployments, including peacekeeping missions abroad. Anything related to development or bringing peace—I'll be there, says Babou. Awa, who holds a master's degree in peace and security studies, is equally eager: I have studied it. Now I want to live it.

In 2024, the Senegal National Gendarmerie delivered training on gender equality, and sexual exploitation and abuse (SEA) to 2,903 gendarmes (301 women and 2,602 men). Raising awareness of gender equality helps embed a positive work culture and contributes to more effective peace and security operations—both at home and in international peacekeeping contexts.

## 9. The Republic of Senegal – Senegal National Police<sup>88</sup>

The Republic of Senegal is the 12th largest T/PCC to United Nations peace operations and the 2nd largest PCC, deploying 998 police officers, of whom 191 (19.14 per cent) are women.

The Senegal National Police and Gendarmerie deploy 942 FPU personnel, of whom 173 (18.37 per cent) are women; and 56 IPOs, of whom 18 (32.14 per cent) are women.

	EIF Results Framework	This project contributes to EIF Outcomes 2 and 3
	Project deliverables	<ol style="list-style-type: none"> <li>1. Conduct of a gender audit of the Senegal National Police.</li> <li>2. Development of a gender policy, strategy and action plan, and gender units established throughout the institution.</li> <li>3. Training of 14 gender focal points (7 women and 7 men) and development of a budgeted action plan to support regional implementation of the gender policy.</li> <li>4. Training of personnel, including: (a) 150 women for recruitment; (b) 150 women eligible for promotion; (c) 300 women to prepare for internal FPU and UN examinations; and (d) 150 women to prepare for UN examinations for deployment as IPOs.</li> <li>5. Establishment of a pool of 150 women personnel eligible and trained for deployment to UN peacekeeping operations (100 FPU personnel and 50 IPOs).</li> <li>6. Deployment of three GSUs (FPUs) per year for three years.</li> <li>7. Establishment of a women police officers' association.</li> <li>8. Development and implementation of a national communication strategy, including a documentary film and community awareness activities.</li> </ol>
	Project approval date	23 December 2020
	Total approved EIF budget	US\$1,766,688 <sup>89</sup>
	Funds transferred as of 2025 December 31	US\$880,388
	Beneficiary and Fund Recipient	Senegal National Police
	Implementing Partner	Senegal National Police

<sup>88</sup> Police Nationale du Senegal, *Official website*. Accessed 30 January 2026. Available at: <https://www.policenationale.gouv.sn/>

<sup>89</sup> US\$75,134 was used to support the deployment of IPOs through capacity-building activities, including training for women police officers to prepare for the AMS-SAAT examination.

	<b>Project start date</b>	26 July 2021
	<b>Project end date</b>	30 June 2027
	<b>Project extension approval dates</b>	<ol style="list-style-type: none"> <li>31 July 2023: no-cost extension: 8 months through 31 March 2024</li> <li>2 December 2024: no-cost extension: 18 months through 30 September 2025</li> <li>2 April 2026: no-cost extension and budget revision: 20 months through 30 June 2027</li> </ol>
	<b>Total project duration</b>	50 months (including three approved no-cost extensions)

## KEY RESULTS

### POLICY DEVELOPMENT

**1 gender policy**

1 gender policy and strategic action plan validated

### GENDER FOCAL POINTS TRAINING

**14 trained gender focal points**

14 gender focal points (7 women and 7 men) trained across Senegal's regions

**1 action plan developed**

1 budgeted action plan developed to support regional implementation of the Gender Policy

### ROSTER CREATION AND ELIGIBLE POOL

**1 roster of 352 women**

Trained and eligible for deployment since the start of the project<sup>90</sup>

**25 women deployed from the FPU roster**

25 women from the FPU roster deployed to MONUSCO in 2025

<sup>90</sup> This includes 300 women trained as FPU personnel and 52 women trained as IPOs.



**20 women  
deployed as  
IPOs**

20 women from the 2022 EIF-supported IPO roster deployed between 2022 and 2024

**1 woman  
deployed  
as an IPO**

1 of 32 women who passed AMS-SAAT in 2025 deployed as an IPO in 2025



Capacity-building workshop for gender focal points of the Senegal National Police, October 2025.

(Photo: Senegal National Gendarmerie)

“ The gender focal point training under the Elsie project helped me better understand gender issues, challenge misconceptions, and recognise that both men and women have an essential role to play in our institution. I am proud of my role and fully committed to actively contributing to this shift in mindset driven by the Elsie project within the National Police. ”

**Police Adjutant Tamsir Ndiaye,**

Head of the Investigations Brigade, Central Police Station of Kaolack, Senegal

Senegal is the second-largest police-contributing country to United Nations Peace Operations. Since 2021, 300 women—including Officer Mendy—have undergone specialised training, equipping them with the skills and confidence to excel in future peacekeeping missions. Supported by the Elsie Initiative Fund, the training is part of a broader effort by the Senegal National Police to champion the full, equal, and meaningful participation of women in peacekeeping.



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## **Toffe Mendy: “Being the only woman in the unit has its challenges, but I don’t think gender determines a person’s worth or skills.”**



**Officer Toffe Mendy participates in EIF-supported FPU pre-deployment training, June 2025.**

(Photo: Senegal National Police)

I joined the Senegal National Police in 2014 and found myself drawn to the most challenging—but most rewarding—roles within the service. In 2016, I passed the entrance exam for an elite special forces unit called the Brigade d’intervention polyvalente (BIP) [Multipurpose Intervention Brigade], one of the most demanding units in the service. Since I joined, no other woman has passed the exam—a fact that motivates me every day.

Within the BIP, I've taken on diverse roles, from close protection of high-ranking officials to handling firearms. I also serve as assistant to the unit commander—you have to know how to adapt to all situations.

My work has taken me beyond Senegal. Between 2021 and 2022, I trained as an explosive detection specialist and carried out long-range missions as part of a Special Weapons and Tactics (SWAT) team within the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA). We also conducted night patrols—often considered unusual for women—but we managed and proved that our capabilities match the demands of any mission.

The pre-deployment training I received through the support of the Elsie Initiative Fund was a powerful experience. It refreshed my knowledge of UN principles, zero tolerance for sexual exploitation and abuse, and operational policing. I even had the chance to assist colleagues with weapons handling and tactical driving. This training reminded me of the importance of continuous learning and the value of sharing knowledge with others.

Being the only woman in the unit has its challenges, but I don't think gender determines a person's worth or skills. To other women in policing: believe in yourself. No one is indispensable, but if you give your best, you can achieve anything. I'm aiming high with my career—perhaps one day leading the BIP or even becoming Director General of the National Police. Why not?

## Commissioner Guisse on reforming security institutions in Senegal

**Security sector reform demands determination and sustained commitment from those in leadership.** Police Commissioner Binetou Guisse—the Senegal National Police's first official gender focal point—is at the forefront of this reform. With support from the Elsie Initiative Fund, the Senegal National Police is taking concrete steps to expand the meaningful deployment of uniformed women to United Nations peace operations. Commissioner Guisse reflects on how embedding gender equality within policing is reshaping the role of women in the security sector.

### What inspired your journey into policing?

I studied law and worked for ten years in a law firm, becoming an active member of the Association of Women Lawyers of Senegal. As a young law graduate, my goal was



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to make legal knowledge accessible to the community. In our daily work, we often encountered women who were survivors of domestic and intimate partner violence, and we helped them take legal action.



**Commissioner Binetou Guissé, June 2025.**

(Photo: Senegal National Police)

That experience helped me connect with survivors and advocate for stronger support systems. Being part of this change was something I had always dreamed of, and I felt that joining the police would help me live my passion. I was raised by strong women—my mother and grandmothers—who faced many challenges in their lives. I wanted to fight for a world where women and children are protected and empowered.

In 2021, I was appointed to lead a new police station in Zac Mbao, Dakar. It was designed with gender sensitivity in mind—featuring separate cells, restrooms, dedicated interview rooms for vulnerable people, and a reception and orientation office for victims of gender-based violence. This was a great model for supporting survivors of violence, and soon, I was receiving calls from across Senegal to replicate it in other police stations.

## **How is the project supporting institutional reform?**

When I took on the leadership of the EIF-funded project in 2021, my goal was clear: to institutionalise gender equality in the police. Thanks to the project's support, we developed a gender policy and implementation strategy, which have now been officially validated and launched. The biggest challenge has been changing mindsets. In Senegal, the word 'gender' can sometimes carry a negative—even discriminatory—connotation. Yet through awareness-raising and dialogue across the institution, perceptions are beginning to shift. Today, we even have male gender focal points in peacekeeping missions—something unthinkable just a few years ago.

## **Are there visible changes for uniformed women?**

The impact on women in the police has been profound. Their confidence has grown—they no longer deploy to peacekeeping missions to cook. They now patrol, lead, and serve with pride. With support from the EIF, women have deployed in Gender-Strong Units (GSU) to peace operations in Mali and the Democratic Republic of Congo. For the first time, a woman has been appointed to command a Formed Police Unit (FPU) in the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO). This marks a first in the history of the institution. Today, women police officers know that they have the support, coaching, and structures they can rely on. This path to progress started in 2021.

## **What's next?**

The Senegal National Police has adopted a five-year strategy. We aim to increase the number of women trained and ready to contribute to global peace operations. As a leader, I use my position to continuously advocate for better working conditions, to fight harassment, and to break down stereotypes.

With the GSU premiums, we are building a childcare facility in Thiès, next to the pre-deployment training centre, so breastfeeding mothers can continue their training while staying close to their children. It's not a luxury—it's a necessity. My message to women in policing is simple: believe in yourselves. Keep fighting for a better world. Dare to aim high.

Since 2021, the Senegal National Police, with support from the Elsie Initiative Fund, has implemented a series of interventions to accelerate gender-responsive peacekeeping. Between 2022 and 2024, the institution deployed GSUs to MINUSMA and MONUSCO, with women's representation at 18 per cent and 23 per cent respectively. Women deployed to these units held key leadership and operational roles, including section commanders, liaison officers, and transport officers.

## 10. The Republic of Sierra Leone – Republic of Sierra Leone Armed Forces<sup>91</sup>



The Republic of Sierra Leone is the 67th largest T/PCC to United Nations peace operations and the 69th largest TCC, deploying 18 military personnel, of whom 9 (50.00 per cent) are women.

The Republic of Sierra Leone Armed Forces deploy 9 SOs, of whom 4 (44.44 per cent) are women; and 9 UNMEMs, of whom 5 (55.56 per cent) are women.












All-women military driver training programme, 28 October 2025.

(Photo: UN Women Sierra Leone)

	EIF Results Framework	This project contributes to EIF Outcome 3
	Project deliverables	<ol style="list-style-type: none"> <li>1. Revision and updating of four gender-related policies, including development of an accompanying action plan aligned with the Gender Equality and Women's Empowerment (GEWE) Act (2022) and the National Action Plan on UNSCR 1325 (NAP III, 2024–2029).</li> <li>2. Upgrading of infrastructure and logistical facilities at the Peace Mission Training Centre (PMTTC), including provision of six residential billets for women, alongside delivery of competency-based training for 300 women to enhance readiness for UN peace-keeping deployments.</li> <li>3. Conduct of a gender-responsive health needs assessment, including identification of healthcare challenges faced by women personnel, and development of a costed action plan for implementation.</li> <li>4. Delivery of targeted outreach and advocacy activities, including provision of scholarships for seven medical students, with return-of-service agreements to support recruitment into the Armed Forces Medical Services.</li> <li>5. Delivery of capacity-building training for 72 Gender Focal Points, focused on strengthening prevention, reporting and response to SGBV, alongside development of a pilot independent reporting platform with case management systems and improved referral pathways.</li> </ol>

91 Ministry of Defence, Sierra Leone, *Facebook page*. Accessed 29 January 2026. Available at: <https://www.facebook.com/MinistryofDefenceSierraLeone/>

	<b>Project approval date</b>	10 June 2025
	<b>Total approved EIF budget</b>	US\$750,007
	<b>Funds transferred as of 2025 December 31</b>	US\$750,007
	<b>Beneficiary</b>	The Republic of Sierra Leone Armed Forces
	<b>Fund Recipient</b>	UN Women Sierra Leone
	<b>Implementing Partner</b>	N/A
	<b>Project start date</b>	20 June 2025
	<b>Project end date</b>	16 June 2027
	<b>Planned project duration</b>	24 months

## KEY RESULTS

### ELIGIBLE POOL



**50 women trained in military driving**

1 all-women military driver training programme launched in 2025

### GENDER-SENSITIVE INFRASTRUCTURE



**1 joint infrastructure assessment**

Priority upgrades identified for gender-responsive training facilities at the PMTC

“ This project is cardinal to empowering women in uniform. It will enable Sierra Leone to maintain double digit gender figures and empower women personnel to reach the largest cloud of their desire, exposing them to the dynamics of peacekeeping. ”

**Major General Amara Idara Bangura,**  
Republic of Sierra Leone Armed Forces Chief of Defence Staff

“ This project marks a critical step in advancing gender equality and women’s empowerment, strengthening leadership, and ensuring that women in uniform have the tools, voice, and support they need to thrive and lead. ”

**Setcheme Jeronime Mongbo,**  
UN Women Sierra Leone Country Representative



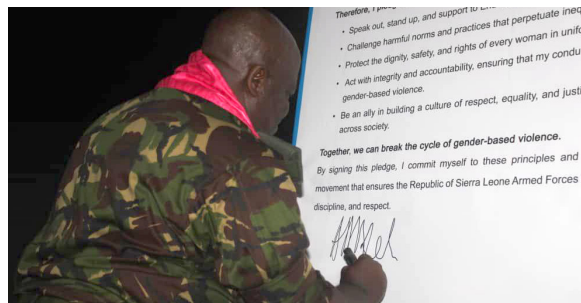
The First Lady of Sierra Leone attends the Republic of Sierra Leone Armed Forces project launch event, 19 August 2025.

(Photo: UN Women Sierra Leone Country Office)



All-women military driver training programme, Sierra Leone, 28 October 2025.

(Photo: UN Women Sierra Leone)



Chief of Army Staff Major General Kemoh T. Sessay signs the Republic of Sierra Leone Armed Forces pledge against sexual and gender-based violence, 12 December 2025.

(Photo: UN Women Sierra Leone)



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## Colonel Doctor Thomashire George on the importance of health services for security sector reform

**Colonel Doctor Thomashire Anita George is the most senior uniformed woman in the Republic of Sierra Leone Armed Forces (RSLAF).** A medical doctor by training, she leads both the Obstetrics and Gynaecology Unit and the Paediatric and Under-Fives Unit at 34 Military Hospital in Freetown—Sierra Leone's second-largest medical facility. She shares why improving health services for uniformed women is essential to strengthening the RSLAF.



**Colonel Dr George at the RSLAF Medical Hospital, Wilberforce Barracks, Freetown, Sierra Leone, 2025.**

(Photo: Helen Mayelle/UN Women Sierra Leone)

I was interested in joining the military for a long time. When the civil war broke out in Sierra Leone, I wanted to help my country and the people. The RSLAF was seeking doctors, and after graduating from medical school in 2001, I sent in my application. My parents were scared, as we had lost family members in the war – my cousin was hit by a landmine. I had to withdraw my application, but when the opportunity came again in 2008, I took it.



Today, there is a need to increase the number of medical personnel who can handle obstetrics and gynaecological needs for all women personnel. Nearly all doctors, midwives, and nurses are based in Freetown. As a result, women from RSLAF must travel there to access medical services – something that isn't always possible, especially for active-duty officers.

Mental health support is another primary need to be met. Balancing home and work is often a significant source of stress. Our culture in Sierra Leone has not evolved much, so when it comes to taking care of the home, it is seen as the primary role of the woman. For women in the military, there is often a feeling of being scrutinised or having to go that 'extra mile' to prove themselves.

When women serve in security roles, we strengthen our forces and make our communities safer — but we cannot do this without the support we deserve. Quality healthcare is essential for women's well-being and leadership. When women's health is prioritised, our representation grows, our voices are heard, and our contributions to peace and security reach their full potential.

# 11. The United Republic of Tanzania – Tanzania People's Defence Force<sup>92</sup>

The United Republic of Tanzania is the 11th largest T/PCC to United Nations peace operations and the 11th largest TCC, deploying 1,423 military personnel, of whom 159 (11.17 per cent) are women.

The Tanzania People's Defence Force deploys 1,381 troops, of whom 145 (10.50 per cent) are women; 36 SOs, of whom 11 (30.56 per cent) are women; and 6 UNMEMs, of whom 3 (50.00 per cent) are women.



Tanzanian women peacekeepers serving with MONUSCO's Force Intervention Brigade in North Kivu, Democratic Republic of the Congo.

(Photo: Mohammed Mkumba/MONUSCO)

	<b>EIF Results Framework</b>	<b>This project contributes to EIF Outcome 1</b>
	<b>Project deliverable</b>	Conduct of a MOWIP BA, including data collection and analysis, and production of a report and recommendations.
	<b>Project approval date</b>	9 September 2025
	<b>Total approved EIF budget</b>	US\$280,000
	<b>Funds transferred as of 2025 December 31</b>	US\$280,000
	<b>Beneficiary and Fund Recipient</b>	UN Women Tanzania
	<b>Implementing Partner</b>	National Bureau of Statistics and the University of Dar es Salaam <sup>93</sup>
	<b>Project start date</b>	24 September 2025
	<b>Project end date</b>	24 September 2026
	<b>Planned project duration</b>	12 months

<sup>92</sup> Tanzania People's Defence Force, *Official website*. Accessed 30 January 2026. Available at: Tanzania People's Defence Forces

<sup>93</sup> National Bureau of Statistics, Tanzania, *Official website*. Accessed 30 January 2026. Available at: <https://www.nbs.go.tz/>

“ Transforming peacekeeping to be truly inclusive requires intentional investment in institutional change. Through the Elsie Initiative Fund, UN Women is proud to work with the Tanzania People’s Defence Force in identifying and addressing systemic barriers that impede women’s full and effective participation across all phases of the deployment cycle. This partnership stands as a testament to our shared commitment to advancing the Women, Peace and Security agenda through evidence-based policymaking and transformative action, ”

**Katherine Gifford,**  
UN Women Tanzania Deputy Country Representative

“ The Tanzania People’s Defence Force is proud to lead this initiative and reaffirm our commitment to gender equality in peace operations, empowering our uniformed women to achieve their meaningful participation, and better serve vulnerable communities in peace support operations contexts, ”

**General Jacob John Mkunda,**  
Chief of Defence Forces








Tanzania People’s Defence Force medical team provides life-saving services to Congolese families during deployment in the Democratic Republic of the Congo, 2020.

(Photo: Tanzania People’s Defence Force)

## 12. The Republic of Togo – Togo Armed Forces<sup>94</sup>

The Republic of Togo is the 60th largest T/PCC to United Nations peace operations and the 73rd largest TCC, deploying 14 military personnel, of whom 3 (21.43 per cent) are women.

The Togo Armed Forces deploy 7 SOs, of whom 1 (14.29 per cent) is a woman; and 7 UNMEMs, of whom 2 (28.57 per cent) are women.

	EIF Results Framework	This project contributes to EIF Outcomes 1, 2 and 3
	<b>Project deliverables</b>	<ol style="list-style-type: none"> <li>1. Conduct of a MOWIP BA, including data collection and analysis, and production of a report and recommendations.</li> <li>2. Development of a gender database on women’s participation in peace operations.</li> <li>3. Development of a gender policy and strategy including a five-year plan for the recruitment and training of women.</li> <li>4. Establishment of a gender office within the Ministry of the Armed Forces, gender units within the Army and central directorates and a gender section in each military sector.</li> <li>5. Delivery of a recruitment campaign to increase the number of women recruits to 10 per cent in the Togo Armed Forces.</li> <li>6. Delivery of preparatory training for 400 women candidates for the Togo Armed Forces entrance exams.</li> <li>7. Establishment of a pool of 300 women soldiers eligible and trained for deployment to UN peacekeeping operations.</li> <li>8. Provision of annual scholarships for 50 women for training and specialisation in military studies and peace operations.</li> <li>9. Construction of two accommodation facilities for women: (i) national Non-Commissioned Officer (NCO) academy (28 beds), and (ii) national training centre (28 beds).</li> <li>10. Establishment of a recognition mechanism for women and men champions promoting women’s rights.</li> </ol>
	<b>Project approval date</b>	14 July 2021
	<b>Total approved EIF budget</b>	US\$999,998
	<b>Funds transferred as of 2025 December 31</b>	US\$999,998

94 Ministère des Armées, Togo, *Official website*. Accessed 30 January 2026. Available at: <https://defense.gouv.tg>

	<b>Beneficiary and Fund Recipient</b>	Togo Armed Forces
	<b>Implementing Partner</b>	United Nations Development Programme (UNDP) Togo and Centre Autonome d' Études et de Renforcement des Capacités pour le Développement au Togo (CADERDT)
	<b>Project start date</b>	15 September 2021
	<b>Project end date</b>	30 June 2026
	<b>Planned project duration</b>	24 months
	<b>Project extension approval dates</b>	<ol style="list-style-type: none"> <li>12 October 2023: no-cost extension and budget revision: 9 months through 30 June 2024</li> <li>29 October 2024: no-cost extension and budget revision: 9 months through 31 March 2025</li> <li>20 February 2026: no-cost extension and budget revision: 15 months through 30 June 2026</li> </ol>

**KEY RESULTS**

**GENDER-SENSITIVE INFRASTRUCTURE**

**1**

**30-bed facility for women**

Accommodation facility constructed and equipped at the Centre National d'Instruction, Kara



30-bed accommodation facility for women, Centre National d'Instruction, Kara, Togo, June 2025.

(Photo: Elsie Initiative Fund)

STATUS

IN PROGRESS

## 13. The Republic of Togo Police<sup>95</sup>

The Republic of Togo is the 60th largest T/PCC to United Nations peace operations and the 18th largest PCC, deploying 52 police officers, of whom 21 (40.38 per cent) are women.

	<b>EIF Results Framework</b>	<b>This project contributes to EIF Outcome 1</b>
	<b>Project deliverable</b>	Conduct of a MOWIP BA, including data collection and analysis, and production of a report and recommendations.
	<b>Project approval date</b>	15 December 2021
	<b>Total approved EIF budget</b>	US\$150,666
	<b>Funds transferred as of 2025 December 31</b>	US\$150,666
	<b>Beneficiary and Fund Recipient</b>	Togo Ministry of Security and Civil Protection
	<b>Implementing Partner</b>	CADERDT
	<b>Project start date</b>	7 December 2022
	<b>Project end date</b>	30 April 2026
	<b>Planned project duration</b>	12 months
	<b>Project extension approval dates</b>	<ol style="list-style-type: none"> <li>14 December 2023: no-cost extension: 5 months through 30 April 2024</li> <li>5 February 2025: no-cost extension: 12 months through 30 April 2025</li> <li>8 December 2025: no-cost extension: 12 months through 30 April 2026</li> </ol>
	<b>Total project duration</b>	40 months (including three approved no-cost extensions)

### KEY RESULTS

EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT



**1 MOWIP**

1 MOWIP BA report validated

95 Ministère de la Sécurité et de la Protection Civile, Togo, *Official website*. Accessed 30 January 2026. Available at: <https://securite.gouv.tg/>



MOWIP Validation Workshop, Togo, November 2025.

(Photo: Togo Police)

## 14. The Republic of Uruguay – Uruguay Armed Forces<sup>96</sup>

The Republic of Uruguay is the 19th largest T/PCC to United Nations peace operations and the 15th largest TCC, deploying 879 military personnel, of whom 62 (7.05 per cent) are women.

The Uruguay Armed Forces deploy 850 troops, of whom 60 (7.06 per cent) are women; 16 SOs, of whom 0 (0 per cent) are women; and 13 UNMEMs, of whom 2 (15.38 per cent) are women.


	EIF Results Framework	This project contributes to EIF Outcome 1
	<b>Project deliverables</b>	<ol style="list-style-type: none"> <li>1. Conduct of a study on barriers to women's participation in combat roles, including a public opinion poll on the Uruguay Armed Forces and women in peacekeeping operations.</li> <li>2. Provision of transportation and education support to children of women and men peacekeepers in single-parent households, to enable deployment to UN peacekeeping operations.</li> <li>3. Delivery of an outreach campaign targeting women within the Uruguay Armed Forces to raise awareness of deployment opportunities.</li> <li>4. Delivery of a communications campaign to support recruitment and retention of women across all Uruguay Armed Forces categories.</li> <li>5. Delivery of a mobile information and education team to inform personnel about operational roles and combat skills requirements.</li> <li>6. Organisation of two international conferences, including panels of uniformed women to share peacekeeping experiences, and contributions from subject matter experts on Women, Peace and Security (WPS) and the Uruguay Armed Forces–EIF-supported achievements.</li> <li>7. Implementation of a six-month deployment pilot (reduced from 12 months), to support the participation of women with children under 12 and single fathers, with accompanying support measures (activity 2), to address the needs of single-parent peacekeepers (approved 27 September 2024).</li> </ol>
	<b>Project approval date</b>	23 August 2022
	<b>Total approved EIF budget</b>	US\$1,105,678
	<b>Funds transferred as of 2025 December 31</b>	US\$1,105,678

96 Ministerio de Defensa Nacional, Uruguay, *Official website*. Accessed 30 January 2026. Available at: <https://www.gub.uy/ministerio-defensa-nacional/>

	<b>Beneficiary</b>	Uruguay Armed Forces
	<b>Fund Recipient</b>	UN Women Uruguay
	<b>Implementing Partner</b>	Uruguayan Agency of International Cooperation (AUCI) <sup>97</sup>
	<b>Project start date</b>	7 September 2022
	<b>Project end date</b>	30 September 2026
	<b>Planned project duration</b>	12 months
	<b>Project extension approval dates</b>	<ol style="list-style-type: none"> <li>27 September 2024: budget revision and no-cost extension: 15 months through 31 March 2026</li> <li>8 December 2025: no-cost extension: 6 months through 30 September 2026</li> </ol>
	<b>Total project duration</b>	49 months (includes two approved no-cost extensions and one budget revision, combined in one instance)

**KEY RESULTS**


**EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT**



**1 systemic study**

Barriers to women’s participation in operational and combat roles identified

**INTERNAL AWARENESS-RAISING**



**240 personnel sensitised through MIET sessions**

- 143 women and 97 men reached through four sessions in 2025
- 59 per cent of women participants expressed interest in deployment
- 95 per cent of survey respondents reported increased knowledge of United Nations peacekeeping opportunities, roles and tasks

**56% of deployed women attended MIET sessions**

25 of 45 women deployed to United Nations peace operations in 2025 had attended MIET sessions in 2023–2024

97 Agencia Uruguaya de Cooperación Internacional, *Official website*. Accessed 30 January 2026. Available at: <https://www.gub.uy/agencia-uruguay-cooperacion-internacional/>



**219**  
uniformed  
women  
sensitised

Uniformed women sensitised on United Nations peacekeeping opportunities through panel discussions (76), mentoring events and MIET sessions (143)



**7%** of confer-  
ence attendees  
deployed

3 of 45 women who attended international conferences in 2023–2024 deployed to United Nations peace operations in 2025



**1** internal  
information  
campaign

Women’s participation in UN peacekeeping promoted through one targeted activity with a senior officer and 68 infographics shared across two events



**140** family  
members  
sensitised

Family members of peacekeepers reported increased understanding of women’s contributions to United Nations peace operations during awareness-raising events

EXTERNAL AWARENESS-RAISING AND RECRUITMENT



**1** external  
communications  
campaign

Targeted messaging on women’s roles in the Uruguay Armed Forces and UN peacekeeping, including 1 TV appearance, 23 website communications, 5 project-related events, 2 videos and 892 children’s booklets distributed

GENDER-SENSITIVE MEASURES TO ADDRESS HOUSEHOLD CONSTRAINTS



**6** personnel  
received child  
support benefits

5 women and 1 man received after-school and transport support for their children during deployment to UN peacekeeping operations in 2025, representing 60% of eligible personnel



IMPACT

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## Peacekeeping and Parenting: How Uruguay's women in uniform balance duty and family

Balancing family responsibilities with professional duties remains a major challenge for uniformed personnel in United Nations peace operations. In many societies, social norms place the burden of caregiving disproportionately on women—often limiting their career opportunities, including participation in peacekeeping missions. To help reduce this barrier, the Uruguay Armed Forces (UAF) launched a pilot family support scheme in 2024—supported by the Elsie Initiative Fund (EIF)—designed to support single parents serving in uniform. This marks one of the first efforts by a national armed force to directly address the caregiving gap among its peacekeeping personnel.



**First Corporal Lucy Ocampo undertakes lookout duty during her deployment to UNDOF, 2025.**

(Photo: Lucy Ocampo, UAF)

Adapting roles. First Corporal Karen Santos, 37, deployed to Syria between October 2023 and January 2025. Her family gave her their full support, but it meant a role reversal at home. This was difficult when Karen returned: The first thing my 11-year-old daughter said to me was, 'You left me for a year!' Before I left, I was 'mum' for everything; when I returned, it was 'dad' who was there for everything. It took some time to adjust for everyone.

The UAF piloted a family grant scheme designed to support uniformed women peacekeepers with dependent children and has been a game-changer for Uruguay's women

peacekeepers. For Santos, the grant helped cover school transport costs, easing the financial burden on her family. It was a big help. We saved money and invested in home improvements, she said.



**First Corporal Karen Santos, who joined the UAF at age 20 and has served for 17 years, 2025.**

(Photo: UAF)

Investing in children’s futures. The grant’s impact extends beyond financial relief—it enables women to serve without compromising their children’s growth, learning, and well-being. First Corporal Lucy Ocampo, currently deployed with the United Nations Disengagement Observer Force (UNDOF) in the Golan Heights, used the grant to fund English lessons for her 12-year-old daughter. I’m contributing to her education, she said proudly. She’s now getting the best grades in school. When I return, she’ll be teaching English to me!

For many peacekeepers, the decision to deploy is rooted in a desire to create meaningful change—both globally and at home. Sergeant Stefanie Zufiria, a single mother of two, saw peacekeeping as a path to broaden her horizons and invest in her family’s future. Through the support of the grant, her youngest daughter was able to begin piano lessons—an opportunity that brought joy and enrichment to their lives in Toledo. She’s very happy, Zufiria shared. The most important thing is the support of the family. The medal at the end of the mission is for my mother.

First Private Victoria Falcón, a nurse and single mother, echoed this sentiment. The grant allowed her son to attend a bilingual school with transportation included—an opportunity she could not have afforded otherwise. It was very significant on a

personal level, she said. We can give better quality education for our children, and that’s a big achievement as a mother.

These insights reflect the impact of EIF support in Uruguay. By addressing one of the key barriers to women’s participation in peacekeeping—family responsibilities—the grant enables women to serve, grow professionally, and contribute meaningfully to international peace and security.

Yet, the peacekeepers also see room for growth. Several suggested expanding eligibility to include older children and single fathers. I have a friend who wants to deploy to a peacekeeping operation, Santos noted, but she doesn’t qualify because her child is in secondary school. As Uruguay continues to champion gender equality in peace operations, the UAF family grants demonstrate how targeted support can impact lives—both at home and abroad.



**First Private Victoria Falcón briefs her team during combat casualty and medical evacuation operations, 2025.**

(Photo: UAF)



IMPACT

STORY

## When Women Lead: Carolina Bandeira on challenging gender norms in the security sector

First Corporal Carolina Bandeira, 45, has been serving as an auxiliary nurse in the Uruguay Armed Forces (UAF) for 15 years. Her first peacekeeping deployment was to the Democratic Republic of Congo in 2020, and she is now serving with the United Nations Disengagement Observer Force (UNDOF) in the Area of Separation on the Golan Heights. She shares her experiences on challenging gender norms in the military and the need to inspire more women to deploy.



**First Corporal Carolina Bandeira during her deployment to UNDOF, 2025.**

(Photo: UAF)

### **What was the biggest change for you when you signed up to the Uruguay Armed Forces?**

I always wanted to join the army, but I waited until my children were older. I spent six years as a housewife before finally enlisting at age 30. I felt like it was my time – now or never – and I embraced it. With my husband serving in the armed forces and no family support nearby, I had to juggle childcare, long commutes and full-time commitment. I joined a mechanised infantry battalion and was one of only two women accepted that year. At first, some men would literally stand up and leave the table when I sat down. But over time, I gained respect through my dedication and versatility. Although I serve as a nurse and a training instructor, I also conduct field operations. Over time,

my experience is that perceptions of women in the military have shifted, and we are increasingly regarded as equals.

### **What sort of challenges do you experience on deployment?**

My biggest fear on mission was being far from my family. I was more worried something would happen to my family in Uruguay, and I could not resolve it. But the experience was transformative for me. Despite the resilience of the Congolese people, this cycle of conflict holds them back from progressing. One of the most difficult moments for me was visiting an orphanage. I remained heartbroken for days. Children should be playing and laughing, but they're enduring unimaginable suffering. I feel our presence did make a difference; our battalion's patrols would deter some of the armed groups.

### **Why is internal awareness-raising in the force important?**

I was able to share my experience with other personnel in the UAF last year. These sessions can inspire women to break out of traditional roles. Many join as clerks or nurses and stay there. I encourage others to deploy; I tell them it's good for them and their children – sometimes it's valuable to learn that mum won't always be there. We need more spaces to share our experiences in peacekeeping. Before my deployment I only had one perspective from a woman available to me, but the way men and women experience missions is not the same. We must amplify each other's voices.

With financial support from the Elsie Initiative Fund, the UAF and UN Women Uruguay organised a series of awareness-raising sessions on UN peace operations for military personnel. In 2024, 778 personnel took part, hearing directly from Carolina and other women about their deployment experiences. These exchanges helped broaden understanding of the different perspectives women bring to missions. Since then, the number of women deployed by the UAF to UNDOF has increased from 4.2 per cent in 2023 to 8.1 per cent in 2025.

## 15. The Republic of Zambia – Zambia Police Service<sup>98</sup>

The Republic of Zambia is the 15th largest T/PCC to United Nations peace operations and the 29th largest PCC, deploying 22 IPOs, of whom 11 (50 per cent) are women.

 EIF Results Framework	This project contributes to EIF Outcome 3
 <b>Project deliverables</b>	<ol style="list-style-type: none"> <li>1. Construction of women’s accommodation (40 rooms) and a childcare facility (capacity for 15 children) at the Zambia Police Service National Peacekeeping Training Centre.</li> <li>2. Establishment of a UN/AU Peace Support Operations (PSO) focal point network, including training and provision of IT equipment.</li> <li>3. Development and adoption of an Anti-Sexual Harassment, Exploitation and Abuse (SHEA) Policy, including implementation and monitoring arrangements.</li> <li>4. Development and implementation of a structured coaching and mentorship programme for women officers, including mentoring and coaching sessions, and support and review mechanisms.</li> <li>5. Revision of Service Standing Orders and development of gender mainstreaming tools, including a gender checklist, implementation plan, and monitoring framework, to support integration of gender-responsive provisions across Zambia Police Service PSO processes.</li> <li>6. Conduct of a gender-responsive Training Needs Assessment (TNA) to identify competency gaps, assess pre-deployment training systems, and inform curriculum development and training priorities for PSOs.</li> <li>7. Conduct of analytical research on women’s leadership within the Zambia Police Service.</li> </ol>
 <b>Project approval date</b>	19 December 2022
 <b>Total approved EIF budget</b>	US\$932,072
 <b>Funds transferred as of 2025 December 31</b>	US\$932,072
 <b>Beneficiary</b>	Zambia Police Service
 <b>Fund Recipient</b>	UNDP Zambia
 <b>Project start date</b>	21 December 2022

98 Zambia Police Service, *Official website*. Accessed 30 January 2026. Available at: <https://zambiapolice.gov.zm/>

	<b>Project end date</b>	31 May 2026
	<b>Planned project duration</b>	12 months
	<b>Project extension approval dates</b>	<ol style="list-style-type: none"> <li>3 January 2024: budget revision and no-cost extension through 31 December 2024</li> <li>24 April 2025: budget revision and no-cost extension: 12 months through 31 December 2025</li> <li>30 December 2025: no-cost extension: 5 months through 31 May 2026</li> </ol>
	<b>Total project duration</b>	41 months (includes two approved budget revisions, and two no-cost extensions, with one combined)

“ Before the anti-SHEA policy, there was no proper way of handling these issues. People would just keep quiet. But now there is a system – you can report, and something will be done. ”

“ Now we are free to report. Before, you would fear... but now you know there is a process, and you can follow it. ”

EIF Focus Group with Zambian Women Police Officers, February 2026

**KEY RESULTS**

**INSTITUTIONAL CAPACITY-BUILDING ON GENDER**

**32 women trained in leadership, coaching and mentoring**

Course delivered to support women officers' leadership and career advancement

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**1 gender-responsive TNA conducted**

Training needs assessment completed to inform training and deployment preparation

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**1 leadership report validated**

Report on women's leadership roles and career advancement within the Zambia Police Service developed and validated

**POLICY DEVELOPMENT**

## **1 Anti-SHEA policy validated**

Policy validated with implementation plan, reporting and response mechanisms, and monitoring framework

## **102 officers sensitised on Anti-SHEA**

36 men and 76 women sensitised on the Anti-SHEA policy and Zambia Police Service Gender Policy



## **1 Anti-SHEA handbook developed**

Pocket handbook developed to support implementation of the Anti-SHEA policy

## **1 set of gender mainstreaming tools developed**

Guidelines, checklists and monitoring tools developed for gender-responsive planning and budgeting

## **1 Standing Orders review completed**

Gender-biased language reviewed in Zambia Police Service Standing Orders

### ROSTER CREATION



## **29 women deployed as IPOs**

29 of 64 women on the roster deployed to United Nations peace operations since 2024

### GENDER-SENSITIVE INFRASTRUCTURE



## **Accommodation and childcare facility 90 per cent complete**

Facility will support 40 women and 15 children at the National Peacekeeping Training Centre



**Superintendent Cecilia Kwiimba leads a Training Needs Assessment dialogue on the Zambia Police Service Gender Equality Workplace and Anti-Sexual Harassment, Exploitation and Abuse Policy, Zambia, 2025.**

(Photo: Zambia Police Service)




**Construction of the 40-bed accommodation block and daycare facility for women police officers, Zambia, 2025.**

(Photo: Zambia Police Service)

## 16. The United Nations Mission in South Sudan (UNMISS)<sup>99</sup>

UNMISS is the 2nd largest United Nations peace operation in terms of the number of uniformed personnel, with 11,379 uniformed personnel, of whom 1,230 (10.81 per cent) are women. Among military personnel, UNMISS deploys 9,544 troops – 713 (7.47 per cent) are women, 184 UNMEMs – 62 (33.70 per cent) are women, and 365 SOs – 85 (23.29 per cent) are women. Among police personnel, there are 720 FPU personnel – 195 (27.08 per cent) are women, and 566 IPOs – 175 (30.92 per cent) are women.<sup>100</sup>

 EIF Results Framework	This project contributes to EIF Outcome 4
 <b>Project deliverables</b>	<ol style="list-style-type: none"> <li>10 relocatable ablution facilities deployed to remote Company Operating Bases (COBs) and Temporary Operating Bases (TOBs) to improve working and living conditions of uniformed women peacekeepers in remote areas.</li> <li>1,000 SheWees (female urinary devices), 200 pop-up tents, 200 pocket showers and 200 portable toilets, provided to support uniformed women peacekeepers during long-duration patrols (LDPs).</li> </ol>
 <b>Project approval date</b>	18 September 2025
 <b>Total approved EIF budget</b>	US\$749,952
 <b>Funds transferred as of 2025 December 31</b>	US\$749,952
 <b>Beneficiary and Fund Recipient</b>	UNMISS
 <b>Implementing Partner</b>	Mission Support Division
 <b>Project start date</b>	18 September 2025
 <b>Project end date</b>	18 September 2027
 <b>Planned project duration</b>	24 months

99 United Nations Mission in South Sudan, *Official website*. Accessed 30 January 2026. Available at: UNMISS

100 UNMISS deployment data reflects the 2025 average, based on data from the Department of Peace Operations (DPO) website: *United Nations, Peace and Security Data Hub – DPO Historical Dataset, 2025*. Accessed 22 March 2025. Available at: <https://psdata.un.org/dataset/DPO-UCHISTORICAL>.

“ This project is not just about infrastructure – it’s about dignity, safety, and operational effectiveness. By providing women peacekeepers with the correct equipment and facilities, we are enabling them to fully participate in mission-critical tasks and contribute to lasting peace in South Sudan. ”

**Jean-Pierre Lacroix,**  
Under-Secretary-General for Peace Operations.



UNMISS peacekeepers from Mongolia, India and Namibia at Mission Headquarters in Juba, South Sudan.

(Photo: Gregorio/UNMISS)

# Part 4



A community leader, accompanied by MINUSCA Police and Central African internal security forces, speaks with a market vendor during a foot patrol in Birao, Central African Republic, 19 December 2023. Joint patrols support direct engagement with communities, strengthen trust and help protect civilians.

(Photo: Leonel Grothe/MINUSCA)

## Part 4: Moving Forward - Challenges, Emerging Practices, and Priorities

**As the Elsie Initiative Fund (EIF) Secretariat reflects on 2025 and looks ahead, it is clear that progress in advancing the meaningful participation of uniformed women in peace operations continues, but in an increasingly complex environment.**

Financial pressures, shifting global priorities, and institutional realities are shaping both what can be achieved and how the Fund must prioritise its efforts, requiring a more focused and strategic approach. Experience across the first three programming rounds shows that delivering sustainable change requires more than well-designed projects. It requires sustained engagement, realistic planning, and strong national ownership, with the ability to adapt to evolving contexts. These lessons must also be understood within a changing external environment that is shaping both opportunities and constraints for the Fund.

### Operating context and resource constraints

The operating environment for the EIF continues to evolve. In 2025, in a context of constrained resources and evolving mission configurations, increasing demands on peacekeeping, rising defence spending, and shifting global priorities have coincided with growing financial constraints across the United Nations system. Budgetary pressures have intensified, and this trend is expected to continue.

At the same time, there are signs of pushback against gender equality efforts in some contexts, including those linked to women's participation in security institutions. In this context, ensuring that limited resources are directed towards the highest-impact interventions—rather than the most visible—has become increasingly important.

These dynamics have direct implications for the Fund's work. With more limited resources, investments must be targeted, cost-effective, and focused on activities that deliver clear results. They also point to the importance of sustained national engagement, as long-term progress cannot rely solely on external funding. They further highlight the need to consider a broader range of indicators of progress beyond overall numbers alone, including women's access to roles, leadership opportunities, and trends in participation over time.

Despite these constraints, advancing the meaningful participation of uniformed women remains central to improving the effectiveness and accountability of peace operations. In this context, protecting progress made to date is equally important, particularly in a constrained resource environment. These external dynamics frame the lessons emerging from recent programming rounds and inform how the Fund is adapting its approach.

### Looking back: Key lessons from 2025

Across programming rounds, a consistent lesson has been the need for more disciplined scope, stronger alignment to identified barriers, and realistic sequencing of activities within available timeframes.

In 2025, the Secretariat's engagement in project development became more structured and direct. This reflects lessons from earlier programming rounds, where some projects were overly

ambitious, with too many activities and insufficient alignment between objectives, resources, and timelines. Strengthening project design has therefore required more consistent guidance across all elements of development, including activities, budgets, results frameworks, and risk management measures. This has helped ensure projects are more focused, better sequenced, and aligned with what can realistically be delivered within the project timeframe.

At the same time, this approach has led to stronger outcomes. Projects that proceed to implementation are more coherent, more realistic, and better structured, with greater clarity among all parties on what is to be delivered and why. Experience has also demonstrated the significant level of effort required to bring projects to approval stage, as well as the range of factors that influence whether projects proceed. These include administrative processes, the need to align with both United Nations procedures and national systems, changes in leadership, shifting institutional priorities, and broader political and security developments. In some cases, projects that had undergone extensive development and review—including assessment by the Technical Committee—were ultimately unable to move forward. In such instances, this has represented a substantial investment of time and resources across partners without a corresponding project outcome.

Experience in 2025 reinforced that progress is not uniform across contexts. Outcomes depend not only on the quality of project design, but on institutional readiness, leadership commitment, and the broader operating environment. In several contexts, strong engagement and leadership have enabled steady progress. In others, changes in leadership, shifting priorities, or external developments have slowed or reversed momentum. This underscores the importance of assessing readiness, sustaining engagement over time, and maintaining a flexible and adaptive approach to programming. These lessons are being carried forward into the fourth programming round, launched in October 2025, with a

continued focus on strengthening project design, coherence, and alignment with identified barriers, while maintaining a disciplined approach to scope and prioritisation.

## **From commitment to institutional change**

Some Troop- and Police-Contributing Countries (T/PCCs) demonstrate a clear understanding of the need to strengthen gender equality within their security institutions. In many cases, this is reflected in proposals that include policy development, training, sensitisation, and other institutional measures. However, translating identified barriers and recommendations into coherent, realistic, and institution-wide interventions remains a challenge.

Maintaining this focus and alignment remains a challenge. In some instances, projects combine large-scale investments with smaller, less integrated activities that do not clearly contribute to meaningful participation outcomes. This can weaken the coherence of project design and limit the potential for sustained impact.

Strengthening the link between identified barriers, activities, measurable results, and expected improvements in women's participation is therefore essential to translating project design into meaningful outcomes. This has been a central focus of Secretariat engagement during project development. While barrier assessments provide a strong evidence base, this remains a key area requiring continued attention. Ensuring this alignment in practice remains a priority.

However, stronger project design alone does not ensure sustained change. The greater challenge lies in translating commitments into sustained institutional change. Achieving this requires a sequenced and long-term approach, including identifying and prioritising barriers, developing implementation frameworks, allocating roles and

responsibilities, and establishing monitoring and reporting systems to track progress and enable course correction.

Monitoring and evaluation frameworks are central to this process. These must be practical, consistently applied, and based on clear indicators, with defined review points to assess progress and inform course correction. As noted, institutional transformation does not occur within short project cycles. Meaningful change typically unfolds over a five- to ten-year period and requires sustained leadership commitment, continuity, and the ability to adapt approaches as contexts evolve. Clear accountability mechanisms are also required, including an understanding of both institutional and individual responsibilities, including in relation to conduct, discipline, and adherence to established standards.

## **Project design, delivery, and institutional realities**

In the third programming round, the Secretariat has provided detailed and sustained support to countries and United Nations partners in developing project proposals. This reflects the complexity of addressing institutional barriers and ensuring that proposals are realistic, coherent, aligned with the Fund's requirements, and cost-effective, with a deliberate focus on directing resources towards activities that address the most significant barriers. This is essential to enabling meaningful participation of women across security institutions and in peace operations.

This engagement has also highlighted that capacity is not only technical. While guidance, tools, and training are provided, effective project development depends on sustained ownership and engagement by national counterparts and their respective institutions, including at

leadership level. In some cases, reliance on Secretariat support remains significant, and learning across partners is uneven. Strengthening institutional ownership and the ability to independently develop and manage projects therefore remains an ongoing priority, particularly in areas such as project management, monitoring, and reporting.

The process is inherently iterative and requires ongoing dialogue to refine activities, strengthen results frameworks, and align budgets with realistic implementation timelines. While this increases the time required during the design phase, it has led to stronger proposals. Once approved, projects are more robust, better structured, and more clearly understood by all parties involved.

These factors must also be understood in the context of the institutional environments in which the Fund operates. The Secretariat works primarily with military and police institutions, which are often hierarchical and sensitive, and may require time to establish open and constructive working relationships. In some contexts, the issues being addressed—such as conduct, discipline, and accountability—are closely linked to institutional systems and practices, which can add complexity to reform efforts.

The time required to develop projects must also be considered. While projects are designed for delivery within the Fund's two-year implementation period, institutional reforms typically unfold over a much longer horizon. This creates a structural tension between timelines and the pace of institutional change, reinforcing the need for disciplined prioritisation and realistic project scope.

In addition, project development must navigate both United Nations requirements and national administrative systems, which do not always align. Securing the necessary national approvals and signatures can take time and delay project approval and the release of funds. Taken together, these factors extend the time and effort required to bring projects to approval stage and require sustained engagement across partners.

## Balancing funding, visibility, and impact

Experience across programming rounds shows that the scale and type of funding must be aligned with the nature of the barriers being addressed. While infrastructure investments are often more visible and absorb larger budgets, they represent only one part of the broader set of institutional changes required to enable women's meaningful participation and are most effective when combined with complementary reforms across policy, training, and organisational practices.

In many contexts, significant barriers are institutional—relating to policies, organisational culture, leadership, and access to opportunities. Addressing these barriers often requires targeted, lower-cost interventions, such as policy development, training, and leadership engagement. These may be less visible but are critical to achieving sustainable change and represent important areas of institutional reform for T/PCCs to strengthen women's participation and leadership, although their effectiveness varies across contexts and depends in part on broader social and institutional factors, and they are not sufficient on their own to drive change.

This reinforces the need to demonstrate clear links to participation outcomes, including access to roles, deployment opportunities, and career progression. Where this link is weak, project design may require further refinement to ensure stronger alignment with intended participation outcomes.

At the same time, the effort required to design, manage, and oversee projects remains broadly consistent, regardless of project size. This creates a practical consideration in balancing smaller, targeted interventions with overall delivery efficiency. These dynamics require disciplined prioritisation, ensuring that resources are

directed towards interventions that deliver the greatest impact.

## Strengthening knowledge and learning

Following the 2024 independent mid-term evaluation of the Fund, the Secretariat recruited a consultant to strengthen its approach to knowledge and learning. This role focuses on systematically capturing and synthesising evidence from across the Fund's portfolio, including through the development of a synthesis report, thematic and policy briefs, and targeted knowledge-sharing activities.

This responds to a clear need to move beyond the collection of project-level results towards more structured analysis of what is working, where, and why. It also supports the Fund's aim to act as a central repository of knowledge on advancing the meaningful participation of uniformed women in United Nations peace operations.

Through this work, the Fund is strengthening how lessons are identified, validated, and shared with T/PCCs, United Nations partners, and other stakeholders—supporting peer learning and more informed programme design. This also reflects a broader evolution in the Fund's role—from financing projects to generating and sharing evidence on what works in advancing gender-responsive reforms and advancing women's participation in security institutions.

## Looking ahead

In light of these lessons and operating constraints, the EIF will place greater emphasis on prioritisation, institutional readiness, and alignment with demonstrated barriers to participation. Building

on this, a more selective approach will therefore be required to ensure that investments deliver measurable and sustainable results.

This highlights the need to balance breadth and depth of engagement. While supporting a wide range of countries across regions remains important, achieving lasting institutional change requires sustained engagement where there is clear commitment and readiness for reform.

The EIF's role is evolving in response to these realities. Beyond financing projects, the Fund is increasingly acting as a technical partner, a source of evidence and learning, and a catalyst for institutional reform. At the same time, it recognises the limits of its role. It cannot substitute for national leadership, nor sustain reforms in the absence of institutional ownership.

Progress will remain uneven and may, in some contexts, stall or reverse. Maintaining a disciplined focus on impact, adaptability, and long-term engagement will therefore be critical to advancing the meaningful participation of uniformed women in peace operations.



MONUSCO supports community engagement between police and residents during a clean-up activity in Kinshasa, Democratic Republic of the Congo, October 2025.

(Photo: MONUSCO)

# Part 5



UN Police, Moroccan Force personnel, the Senegalese Formed Police Unit and the Congolese National Police conduct a mixed patrol to Bushagara internally displaced persons camp, Goma, North Kivu, Democratic Republic of the Congo, 10 January 2025. Mixed patrols support security assessments, engagement with civilian leaders and camp residents, and access to emergency reporting channels.

(Photo: Kevin Jordan/MONUSCO)



# Part 5: Consolidated Annual Financial Report

## Introduction

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

The MPTF Office, in its role as Administrative Agent, is responsible for concluding an MOU with Participating Organisations, an MOA with Recipient National Governments and donor agreements with contributors/donors. It receives, administers and manages contributions, and disburses these transfers funds to Participating Organisations and Recipient National Governments. The Administrative Agent prepares and submits annual consolidated financial reports, as well as regular financial statements, for transmission to stakeholders.

This consolidated financial report covers the period 21 March 2019 to 31 December 2025 and provides financial data on funds transferred to, and expenditure reported by, fund recipients for EIF-supported projects. It is posted on the MPTF Office Gateway.<sup>101</sup>

## 2025 Financial Performance

This part presents financial data and analysis of the **EIF** using the pass-through funding modality as of 31 December **2025**. Financial information for the EIF is also available on the MPTF Office Gateway.<sup>102</sup>

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<sup>101</sup> MPTF Office Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF). Accessed 15 May 2026. Available at: <https://mptf.undp.org/fund/eif00>

<sup>102</sup> Ibid.

# Sources and Uses of Funds

As of 31 December 2025, nine contributors had deposited US\$46,684,895 and US\$3,323,642 had been earned in interest.

The cumulative source of funds was **US\$50,008,536**.

Of this amount, US\$22,341,696 has been net funded to five Recipient National Governments and six Participating Organisations, of which US\$16,550,303 has been reported as expenditure. The Administrative Agent fee has been charged at the approved rate of one per cent on deposits and amounts to US\$466,849. **Table 6** provides an overview of the overall sources, uses, and balance of the **EIF** as of 31 December 2025.

**Table 6. Financial Overview, as of 31 December 2025 (in US Dollars)**

	PRIOR YEARS UP TO 31 DEC 2024	FINANCIAL YEAR JAN-DEC 2025	TOTAL
<b>SOURCES OF FUNDS</b>			
Contributions from donors	39,433,347	7,251,547	46,684,895
<b>Sub-total Contributions</b>	<b>39,433,347</b>	<b>7,251,547</b>	<b>46,684,895</b>
Fund Interest and Investment Income Earned	2,219,943	1,093,424	3,313,367
Interest Income received from Participating Organisations	10,275	-	10,275
<b>TOTAL: SOURCES OF FUNDS</b>	<b>41,663,565</b>	<b>8,344,971</b>	<b>50,008,536</b>
<b>USE OF FUNDS</b>			
Transfers to Participating Organisations	12,118,982	4,479,184	16,598,167
Transfers to Participating Organisations for Direct Costs - Fund Secretariat	5,632,881	2,291,381	7,924,262
<b>Sub-total Transfers</b>	<b>17,751,863</b>	<b>6,770,565</b>	<b>24,522,428</b>
Refunds received from Participating Organisations	(1,545,772)	(634,960)	(2,180,732)
Sub-total Refunds	(1,545,772)	(634,960)	(2,180,732)
Administrative Agent Fees	394,333	72,515	466,849
Bank Charges	3,162	587	3,748
<b>TOTAL: USES OF FUNDS</b>	<b>16,603,586</b>	<b>6,208,707</b>	<b>22,812,293</b>
<b>Change in Fund cash balance with Administrative Agent</b>	<b>25,059,979</b>	<b>2,136,264</b>	<b>27,196,243</b>
Opening Fund balance (1 January)	23,015,461	25,059,979	-
<b>Closing Fund balance (31 December)</b>	<b>25,059,979</b>	<b>27,196,243</b>	<b>27,196,243</b>
Net Funded Amount (Includes Direct Cost)	16,206,091	6,135,605	22,341,696
Participating Organisations Expenditure (Includes Direct Cost)	13,094,314	3,455,989	16,550,303
<b>Balance of Funds with Participating Organisations</b>	<b>3,111,777</b>	<b>2,679,616</b>	<b>5,791,393</b>

## Partner Contributions

**Table 7** provides information on cumulative contributions received from all contributors to the EIF as of 31 December **2025**.

The **EIF** is currently financed by **nine** contributors, as listed in **Table 7**.

The table includes financial commitments made by contributors through signed Standard Administrative Agreements with an anticipated deposit date, in accordance with the schedule of payments, on or before 31 December **2025**. It also includes deposits received by the same date. It does not include commitments made to the EIF beyond **2025**.

**Table 7. Contributions, as of 31 December 2025  
(in US Dollars)**

CONTRIBUTORS	TOTAL COMMITMENTS	TOTAL DEPOSITS
Government of Australia	5,550,000	5,550,000
Government of Canada	18,922,076	18,922,076
Government of Denmark	1,100,000	1,100,000
Government of Finland	1,097,142	1,097,142
Government of Germany	2,549,359	2,549,359
Government of the Netherlands	5,431,859	4,371,414
Government of Norway	1,072,321	1,072,321
Government of the Republic of Korea	1,982,000	1,982,000
Government of the United Kingdom	10,040,583	10,040,583
<b>GRAND TOTAL</b>	<b>47,745,340</b>	<b>46,684,895</b>

## Interest Earned

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

As of 31 December 2025, Fund-earned interest amounted to US\$**3,313,367**. Interest received from Participating Organisations amounted to US\$**10,275**, bringing cumulative interest received to US\$**3,323,642**. Details are provided in **Table 8**.

**Table 8. Sources of Interest and Investment Income, as of 31 December 2025  
(in US Dollars)**

INTEREST EARNED	PRIOR YEARS UP TO 31-DEC-2024	FINANCIAL YEAR JAN-DEC-2025	TOTAL
<b>ADMINISTRATIVE AGENT</b>			
Fund Interest and Investment Income Earned	2,219,943	1,093,424	3,313,367
<b>Total: Fund Interest Earned</b>	<b>2,219,943</b>	<b>1,093,424</b>	<b>3,313,367</b>
Participating Organisations			
UNIFIL	10,275	-	10,275
<b>Total: Agency Interest Earned</b>	<b>10,275</b>	<b>-</b>	<b>10,275</b>
Grand Total	2,230,218	1,093,424	3,323,642



## Transfer of Funds

**Table 9** provides additional information on transfers, refunds received by the MPTF Office, and the net funded amount for each Recipient National Government and Participating Organisation.

Allocations to Participating Organisations and Recipient National Governments are approved by the Steering Committee and disbursed by the Administrative Agent. As of 31 December 2025, the Administrative Agent has transferred US\$**24,522,428** to six Participating Organisations and five Recipient National Governments (see **Table 9**).

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

RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PRIOR YEARS UP TO 31-DEC-2024			FINANCIAL YEAR JAN-DEC-2025			TOTAL		
	TRANSFERS	REFUNDS	NET FUNDED	TRANSFERS	REFUNDS	NET FUNDED	TRANSFERS	REFUNDS	NET FUNDED
Government of Fiji – Ministry of Defence	-	-	-	519,141	-	519,141	519,141	-	519,141
Government of Ghana – Ministry of Finance	1,484,984	-	1,484,984	-	-	-	1,484,984	-	1,484,984
Government of Jordan – Public Security Directorate	1,000,000	-	1,000,000	-	-	-	1,000,000	-	1,000,000
MINUSMA	1,499,623	(1,499,623)	-	-	-	-	1,499,623	(1,499,623)	-
Government of Senegal – Ministry of the Armed Forces	1,815,915	-	1,815,915	-	-	-	1,815,915	-	1,815,915
Government of Togo – Ministry of Economy and Finance	1,150,664	-	1,150,664	-	-	-	1,150,664	-	1,150,664
UNDP	932,072	-	932,072	-	-	-	932,072	-	932,072
UNIFIL	357,181	(46,149)	311,031	-	-	-	357,181	(46,149)	311,031
UNMISS	-	-	-	749,952	-	749,952	749,952	-	749,952
UNOPS	-	-	-	997,336	-	997,336	997,336	-	997,336
UN Women	9,511,424	-	9,511,424	4,504,136	(634,960)	3,869,176	14,015,560	(634,960)	13,380,600
<b>Grand Total</b>	<b>17,751,863</b>	<b>(1,545,772)</b>	<b>16,206,091</b>	<b>6,770,565</b>	<b>(634,960)</b>	<b>6,135,605</b>	<b>24,522,428</b>	<b>(2,180,732)</b>	<b>22,341,696</b>

# Expenditure and Financial Delivery Rates

All reported expenditures are submitted as certified financial information by Headquarters of the Participating Organisations and Recipient National Governments. This information is consolidated by the MPTF Office.

Joint programme and project expenditures are incurred and monitored by each Participating Organisation and Recipient National Government, and are reported to the Administrative Agent in accordance with the agreed-upon categories for inter-agency harmonised reporting. Recipient National Governments report and submit expenditures to the MPTF Office through the EIF Secretariat. Expenditure data for 2025 has been posted on the MPTF OfficeGateway.<sup>103</sup>

## Expenditure Reported by Participating Organisations and Recipient National Governments

In **2025**, US\$**6,135,605** was net funded to Participating Organisations and Recipient National Governments, and US\$**3,455,989** was reported in expenditure.

As shown in **Table 10**, the cumulative net funded amount is US\$**22,341,696** and cumulative expenditure reported by Participating Organisations and Recipient National Governments amounts to US\$**16,550,303**. This equates to an overall Fund expenditure delivery rate of **74.08** per cent.

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<sup>103</sup> MPTF Office Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF). Accessed 15 May 2026. Available at: <https://mptf.undp.org/fund/eif00>



**Table 10. Net Funded Amount and Reported Expenditures  
by Participating Organisations and Recipient National Governments,  
as of 31 December 2025 (in US Dollars)**

PARTICIPATING ORGANISATION / RECIPIENT NATIONAL GOVERNMENT	APPROVED AMOUNT	NET FUNDED AMOUNT	EXPENDITURE			DELIVERY RATE %
			PRIOR YEARS UP TO 31-DEC-2024	FINANCIAL YEAR JAN-DEC-2025	CUMULATIVE	
Government of Fiji – Ministry of Defence	519,141	519,141	-	-	-	-
Government of Ghana – Ministry of Finance	3,700,669	1,484,984	1,484,269	-	1,484,269	99.95
Government of Jordan – Public Security Directorate	1,000,000	1,000,000	1,000,000	-	1,000,000	100.00
MINUSMA	1,499,623	-	-	-	-	-
Government of Senegal – Ministry of Armed Forces	4,120,903	1,815,915	1,195,560	68,657	1,264,216	69.62
Government of Togo – Ministry of Economy and Finance	1,150,664	1,150,664	895,694	57,326	953,020	82.82
UNDP	932,072	932,072	212,896	602,285	815,181	87.46
UNIFIL	357,181	311,031	311,031	-	311,031	100.00
UNMISS	749,952	749,952	-	-	-	-
UNOPS	997,336	997,336	-	64,996	64,996	6.52
UN Women	14,015,560	13,380,600	7,994,864	2,662,727	10,657,591	79.65
<b>Grand Total</b>	<b>29,043,101</b>	<b>22,341,696</b>	<b>13,094,314</b>	<b>3,455,989</b>	<b>16,550,303</b>	<b>74.08</b>

# Expenditure Reported by Category

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

**Table 11. Expenditure by UNSDG Budget Category, as of 31 December 2025 (in US Dollars)**

CATEGORY	EXPENDITURES			PERCENTAGE OF TOTAL PROGRAMME COST
	PRIOR YEARS UP TO 31-DEC-2024	FINANCIAL YEAR JAN-DEC-2025	TOTAL	
Staff & Personnel Cost	4,984,035	1,688,032	6,672,067	42.77
Supplies, commodities and materials	539,330	84,788	624,118	4.00
Equipment, vehicles, furniture and depreciation	766,557	281,273	1,047,831	6.72
Contractual Services Expenses	3,976,249	540,498	4,516,748	28.95
Travel	686,044	243,205	929,250	5.96
Transfers and Grants	462,916	98,672	561,588	3.60
General Operating	1,022,743	225,583	1,248,325	8.00
<b>Programme Costs Total</b>	<b>12,437,875</b>	<b>3,162,052</b>	<b>15,599,927</b>	<b>100.00</b>
Indirect Support Costs Total <sup>104</sup>	656,440	293,937	950,376	6.09
<b>Grand Total</b>	<b>13,094,314</b>	<b>3,455,989</b>	<b>16,550,303</b>	<b>-</b>

<sup>104</sup> Indirect Support Costs charged by Participating Organisation, based on their financial regulations, can be deducted upfront or at a later stage during implementation. The percentage may therefore appear to exceed the 7% agreed upon for on-going projects. Once projects are financially closed, this number is not to exceed 7%.

## Cost Recovery

Cost recovery policies for the EIF are guided by the applicable provisions of the Terms of Reference, the MOU concluded between the Administrative Agent and Participating Organisations, and the Standard Administrative Agreements (SAAs) concluded between the Administrative Agent and Contributors, based on rates approved by UNDG.

The policies in place, as of 31 December 2025, were as follows:

The Administrative Agent fee: one per cent is charged at the time of the contributor deposit and covers services provided on that contribution for the entire duration of the Fund. Cumulatively, as of 31 December 2025, US\$**466,849** has been charged in Administrative Agent fees.

Indirect Costs of Participating Organisations: A general cost that cannot be directly related to any particular programme or activity of the Participating Organisations. Participating Organisations may charge seven per cent indirect costs based on UNSDG policy, establishing an indirect cost rate as a percentage of the programmable costs for interagency pass-through pool funds. In the current reporting period, US\$**293,937** was deducted in indirect costs by Participating Organisations. Cumulatively, indirect costs amount to US\$**950,376** as of 31 December **2025**.

## Accountability and Transparency

In order to effectively provide fund administration services and facilitate monitoring and reporting to the United Nations system and its partners, the MPTF Office has developed a public website, the MPTF Office Gateway.<sup>105</sup> Refreshed daily from an internal enterprise resource planning system, the MPTF Office Gateway has become a standard-setter for providing transparent and accountable trust-fund administration services.

The Gateway provides financial information including contributor commitments and deposits, approved programme budgets, transfers to and expenditures reported by Participating Organisations, interest income and other expenses. In addition, the Gateway provides an overview of the MPTF Office portfolio and extensive information on individual Funds, including their purpose, governance structure and key documents. By providing easy access to the growing number of narrative and financial reports, as well as related project documents, the Gateway collects and preserves

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<sup>105</sup> MPTF Office *Elsie Initiative Fund for Uniformed Women in Peace Operations* (EIF). Accessed 22 May 2026. Available at: <https://mptf.undp.org/fund/eif00>

important institutional knowledge and facilitates knowledge sharing and management among United Nations Organisations and their development partners, thereby contributing to United Nations coherence and development effectiveness.

## Direct Costs

The EIF governance mechanism may approve an allocation to a Participating Organisation to cover costs associated with Fund coordination, including overall coordination and fund-level reviews and evaluations. These allocations are referred to as 'Direct Costs'. Cumulatively, as of 31 December 2025, US\$**7,924,262** has been charged as Direct Costs, as shown in **Table 12**.

**Table 12. Direct Costs**

PARTICIPATING ORGANISATION	APPROVED AMOUNT	NET FUNDED AMOUNT	EXPENDITURE			DELIVERY RATE %
			PRIOR YEARS UP TO 31-DEC-2024	FINANCIAL YEAR JAN-DEC-2025	CUMULATIVE	
UN Women	7,924,262	7,924,262	5,533,779	2,026,316	7,560,095	95.40
<b>Grand Total</b>	<b>7,924,262</b>	<b>7,924,262</b>	<b>5,533,779</b>	<b>2,026,316</b>	<b>7,560,095</b>	<b>95.40</b>



MONUSCO Force personnel provide specialised training to soldiers of the Armed Forces of the Democratic Republic of the Congo in Bunia, Ituri, Democratic Republic of the Congo, 10 October 2025.

(Photo: MONUSCO)

# Expenditure Reported by Project for each EIF Outcome

**Table 13** displays the net funded amounts, expenditures reported and the financial delivery rates by outcome, project or joint programme and Participating Organisation.

**Table 13. Expenditure by Project by Outcome**

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPENDITURE	DELIVERY RATE %
<b>OUTCOME 1: EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO THE DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS – BARRIER ASSESSMENT</b>							
00126177	Liberia Armed Forces Barrier Assessment	UN Women	Financially Closed	120,000	120,000	120,000	100.00
00126207	Mexico Armed Forces, Navy and Police Barrier Assessment	UN Women	Financially Closed	318,736	318,736	318,736	100.00
00127038	Sierra Leone Armed Forces Barrier Assessment	UN Women	Operationally Closed	184,677	184,677	184,677	100.00
00129892	Côte d'Ivoire Police Barrier Assessment	UN Women	Operationally Closed	219,996	219,996	219,416	99.74
00130253	Uganda Police Force Barrier Assessment	UN Women	Operationally Closed	219,232	219,232	218,507	99.67
00130292	Sierra Leone Police Barrier Assessment	UN Women	Operationally Closed	197,198	197,198	192,124	97.43
00131920	Cambodia Armed Forces Barrier Assessment	UN Women	Operationally Closed	267,725	267,725	267,179	99.80
00133799	Senegal Armed Forces Barrier Assessment	Senegal Ministry of Armed Forces	Financially Closed	200,458	200,458	200,458	100.00
00134178	Togo Police Barrier Assessment	Togo Ministry of Economy and Finance	Project Closed	150,666	150,666	107,522	71.36
00140928	Côte d'Ivoire Armed Forces Barrier Assessment	UN Women	On Going	249,251	249,251	187,949	75.41
00141149	Fiji Police Force Barrier Assessment	Government of Fiji – Ministry of Defence	On Going	261,568	261,568	-	-

00141151	Republic of Fiji Military Forces Barrier Assessment	Government of Fiji – Ministry of Defence	On Going	257,573	257,573	-	-
00141268	Tanzania People's Defence Force Barrier Assessment	UN Women	On Going	280,000	280,000	18,318	6.54
<b>Outcome 1: Total</b>				<b>2,927,078</b>	<b>2,927,078</b>	<b>2,034,886</b>	<b>69.52</b>

### OUTCOME 2: INCREASED MEANINGFUL DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS

00127850	Senegal National Police: gender audit and policy, training, communications and 3 x Gender Strong Units (GSUs)	Government of Senegal - Ministry of the Armed Forces	On Going	1,766,688	880,388	581,715	66.07
00127852	Senegal National Gendarmerie: gender policy, training, daycare awareness training and 3 x GSU	Government of Senegal - Ministry of the Armed Forces	On Going	2,153,757	735,069	482,043	65.58
00133208	Uruguay Armed Forces: outreach, transport and education support, and communications campaign	UN Women	On Going	1,105,678	1,105,678	803,385	72.66
00141115	Bangladesh Armed Forces – BIPSOT: Women's accommodation	UNOPS	On Going	997,336	997,336	64,996	6.52
<b>Outcome 2: Total</b>				<b>6,023,460</b>	<b>3,718,472</b>	<b>1,932,138</b>	<b>51.96</b>

### OUTCOME 3: INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS

00127856	Niger Armed Forces and Police: Barrier Assessment, gender policy, training and outreach	UN Women	Financially Closed	996,052	361,092	361,092	100.00
00128648	Togo Armed Forces: Barrier Assessment, gender policy, and 5-year strategy, recruitment campaign, 2 women's accommodation centres	Togo Ministry of Economy and Finance	On Going	999,998	999,998	845,498	84.55
00129307	Jordan Public Security Directorate (PSD) Police: Women Qualification and Accommodation Center	Jordan Ministry of Planning and International Cooperation	Financially Closed	1,000,000	1,000,000	1,000,000	100.00



00133686	Ghana Armed Forces: Accommodation, communications, recruitment, and 1 x GSU	Ghana Ministry of Finance	Project Closed	3,700,669	1,484,984	1,484,269	99.95
00134376	Zambia Police Service: Women's accommodation, daycare, anti-sexual harassment, exploitation and abuse policy	UNDP	On Going	932,072	932,072	815,181	87.46
00141177	Sierra Leone Armed Forces: Policy review, capacity building and healthcare provision	UN Women	On Going	750,007	750,007	121,220	16.16
00141304	Côte d'Ivoire Police: Policy reform, Gender Policy and capacity building	UN Women	On Going	518,956	518,956	41,468	7.99
00141368	Liberia Armed Forces: Recruitment outreach, capacity building and policy review	UN Women	On Going	663,792	663,792	43,426	6.54
<b>Outcome 3: Total</b>				<b>9,561,546</b>	<b>6,710,901</b>	<b>4,712,153</b>	<b>70.22</b>

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

00130288	Gender-sensitive Accommodation Infrastructure	UNIFIL	Financially Closed	357,181	311,031	311,031	100.00
00134341	Gender-sensitive Accommodation Infrastructure	MINUSMA	Financially Closed	1,499,623	-	-	-
00141264	Gender-responsive infrastructure and equipment	UNMISS	On Going	749,952	749,952	-	-
<b>Outcome 4: Total</b>				<b>2,606,755</b>	<b>1,060,983</b>	<b>311,031</b>	<b>29.32</b>

#### DIRECT COST BUDGET

00118008	Secretariat – Elsie Initiative	UN Women	On Going	7,924,262	7,924,262	7,560,095	95.40
<b>DIRECT COST BUDGET: TOTAL</b>				<b>7,924,262</b>	<b>7,924,262</b>	<b>7,560,095</b>	<b>95.40</b>
<b>GRAND TOTAL</b>				<b>29,043,101</b>	<b>22,341,696</b>	<b>16,550,303</b>	<b>74.08</b>

# Expenditure by Project Grouped by Country

**Table 14** presents the net funded amounts, reported expenditure and financial delivery rates by country, project or joint programme, and fund recipient.

**Table 14. Expenditure by Project Grouped by Country**

COUNTRY		RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANISATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPENDITURE	DELIVERY RATE %
PROJECT NO.	PROJECT TITLE					
<b>BANGLADESH</b>						
00141115	Bangladesh Armed Forces – BIPSOT: Women's accommodation	UNOPS	997,336	997,336	64,996	6.52
<b>BANGLADESH: TOTAL</b>			<b>997,336</b>	<b>997,336</b>	<b>64,996</b>	<b>6.52</b>
<b>CAMBODIA</b>						
00131920	Cambodia Armed Forces Barrier Assessment	UN Women	267,725	267,725	267,179	99.80
<b>CAMBODIA: TOTAL</b>			<b>267,725</b>	<b>267,725</b>	<b>267,179</b>	<b>99.80</b>
<b>CÔTE D'IVOIRE</b>						
00129892	Côte d'Ivoire Police Barrier Assessment	UN Women	219,996	219,996	219,416	99.74
00140928	Côte d'Ivoire Armed Forces Barrier Assessment	UN Women	249,251	249,251	187,949	75.41
00141304	Côte d'Ivoire Police: Policy reform, Gender Policy and capacity building	UN Women	518,956	518,956	41,468	7.99
<b>CÔTE D'IVOIRE: TOTAL</b>			<b>988,203</b>	<b>988,203</b>	<b>448,833</b>	<b>45.42</b>
<b>FIJI</b>						
00141149	Fiji Police Force Barrier Assessment	Government of Fiji – Ministry of Defence	261,568	261,568	-	-
00141151	Republic of Fiji Military Forces Barrier Assessment	Government of Fiji – Ministry of Defence	257,573	257,573	-	-
<b>FIJI: TOTAL</b>			<b>519,141</b>	<b>519,141</b>	<b>-</b>	<b>0.00</b>



GHANA						
00133686	Ghana Armed Forces: Accommodation, communications, recruitment, and 1 x GSU	Ghana Ministry of Finance	3,700,669	1,484,984	1,484,269	99.95
<b>GHANA: TOTAL</b>			<b>3,700,669</b>	<b>1,484,984</b>	<b>1,484,269</b>	<b>99.95</b>
GLOBAL AND INTERREGIONAL						
00118008	Secretariat – Elsie Initiative	UN Women	7,924,262	7,924,262	7,560,095	95.40
<b>GLOBAL AND INTERREGIONAL: TOTAL</b>			<b>7,924,262</b>	<b>7,924,262</b>	<b>7,560,095</b>	<b>95.40</b>
JORDAN						
00129307	Jordan Public Security Directorate (PSD) Police: Women Qualification and Accommodation Center	Jordan Ministry of Planning and International Cooperation	1,000,000	1,000,000	1,000,000	100.00
<b>JORDAN: TOTAL</b>			<b>1,000,000</b>	<b>1,000,000</b>	<b>1,000,000</b>	<b>100.00</b>
LEBANON						
00130288	Gender-sensitive Accommodation Infrastructure	UNIFIL	357,181	311,031	311,031	100.00
<b>LEBANON: TOTAL</b>			<b>357,181</b>	<b>311,031</b>	<b>311,031</b>	<b>100.00</b>
LIBERIA						
00126177	Liberia Armed Forces Barrier Assessment	UN Women	120,000	120,000	120,000	100.00
00141368	Liberia Armed Forces: Recruitment outreach, capacity building and policy review	UN Women	663,792	663,792	43,426	6.54
<b>LIBERIA: TOTAL</b>			<b>783,792</b>	<b>783,792</b>	<b>163,426</b>	<b>20.85</b>
MALI						
00134341	Gender-sensitive Accommodation Infrastructure	MINUSMA	1,499,623	-	-	-
<b>MALI: TOTAL</b>			<b>1,499,623</b>	<b>-</b>	<b>-</b>	<b>-</b>
MEXICO						
00126207	Mexico Armed Forces, Navy and Police Barrier Assessments	UN Women	318,736	318,736	318,736	100.00
<b>MEXICO: TOTAL</b>			<b>318,736</b>	<b>318,736</b>	<b>318,736</b>	<b>100.00</b>

<b>NIGER</b>						
00127856	Niger Armed Forces and Police: Barrier Assessment, gender policy, training and outreach	UN Women	996,052	361,092	361,092	100.00
<b>NIGER: TOTAL</b>			<b>996,052</b>	<b>361,092</b>	<b>361,092</b>	<b>100.00</b>

<b>SENEGAL</b>						
00127850	Senegal National Police: gender audit and policy, training, communications and 3 x GSU	Senegal Ministry of Armed Forces	1,766,688	880,388	581,715	66.07
00127852	Senegal National Gendarmerie: gender policy, training, daycare awareness training and 3 x GSU	Senegal Ministry of Armed Forces	2,153,757	735,069	482,043	65.58
00133799	Senegal Armed Forces Barrier Assessment	Senegal Ministry of Armed Forces	200,458	200,458	200,458	100.00
<b>SENEGAL: TOTAL</b>			<b>4,120,903</b>	<b>1,815,915</b>	<b>1,264,216</b>	<b>69.62</b>

<b>SIERRA LEONE</b>						
00127038	Sierra Leone Armed Forces Barrier Assessment	UN Women	184,677	184,677	184,677	100.00
00130292	Sierra Leone Police Barrier Assessment	UN Women	197,198	197,198	192,124	97.43
00141177	Sierra Leone Armed Forces: Policy review, capacity building and healthcare provision	UN Women	750,007	750,007	121,220	16.16
<b>SIERRA LEONE: TOTAL</b>			<b>1,131,882</b>	<b>1,131,882</b>	<b>498,021</b>	<b>44.00</b>

<b>SOUTH SUDAN</b>						
00141264	Gender-responsive infrastructure and equipment	UNMISS	749,952	749,952	-	-
<b>SOUTH SUDAN: TOTAL</b>			<b>749,952</b>	<b>749,952</b>	<b>-</b>	<b>0.00</b>

<b>THE UNITED REPUBLIC OF TANZANIA</b>						
00141268	Tanzania People's Defence Force Barrier Assessment	UN Women	280,000	280,000	18,318	6.54
<b>THE UNITED REPUBLIC OF TANZANIA: TOTAL</b>			<b>280,000</b>	<b>280,000</b>	<b>18,318</b>	<b>6.54</b>



TOGO						
00128648	Togo Armed Forces: Barrier Assessment, gender policy and 5-year strategy, recruitment campaign, 2 women's accommodation centres	Togo Ministry of Economy and Finance	999,998	999,998	845,498	84.55
00134178	Togo Police Barrier Assessment	Togo Ministry of Economy and Finance	150,666	150,666	107,522	71.36
<b>TOGO: TOTAL</b>			<b>1,150,664</b>	<b>1,150,664</b>	<b>953,020</b>	<b>82.82</b>
UGANDA						
00130253	Uganda Police Force Barrier Assessment	UN Women	219,232	219,232	218,507	99.67
<b>UGANDA: TOTAL</b>			<b>219,232</b>	<b>219,232</b>	<b>218,507</b>	<b>99.67</b>
URUGUAY						
00133208	Uruguay Armed Forces: outreach, transport and education support, and communications campaign	UN Women	1,105,678	1,105,678	803,385	72.66
<b>URUGUAY: TOTAL</b>			<b>1,105,678</b>	<b>1,105,678</b>	<b>803,385</b>	<b>72.66</b>
ZAMBIA						
00134376	Zambia Police Service: Women's accommodation, daycare, anti-sexual harassment, exploitation and abuse policy	UNDP	932,072	932,072	815,181	87.46
<b>ZAMBIA: TOTAL</b>			<b>932,072</b>	<b>932,072</b>	<b>815,181</b>	<b>87.46</b>
<b>GRAND TOTAL</b>			<b>29,043,101</b>	<b>22,341,696</b>	<b>16,550,303</b>	<b>74.08</b>

## CONTRIBUTORS

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

## UNITED NATIONS PARTICIPATING ORGANIZATIONS

 MINUSMA		 UNIFIL
 UNMISS	 UNOPS	 UN WOMEN

## RECIPIENT NATIONAL GOVERNMENTS

- Government of Fiji
- Government of Ghana
- Government of Jordan
- Government of Senegal
- Government of Togo



# Definitions

## **ALLOCATION/TOTAL APPROVED BUDGET**

Amount approved by the Steering Committee for a project/programme. The total approved budget represents the cumulative amount of allocations approved by the Steering Committee.

## **APPROVED PROJECT/PROGRAMME**

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

## **CONTRIBUTOR COMMITMENT**

Amount(s) committed by a contributor to a Fund in a signed donor agreement with the UNDP Multi-Partner Trust Fund Office (MPTF Office), in its capacity as the Administrative Agent. A commitment may be paid or pending payment.

## **CONTRIBUTOR DEPOSIT**

Cash deposit received by the MPTF Office for the Fund from a contributor in accordance with a signed donor agreement.

## **DELIVERY RATE**

The percentage of funds that have been utilised, calculated by comparing expenditures reported by a Participating Organisation or Non-United Nations Organisation against the 'net funded amount'. This does not include expense commitments by Participating Organisations.

## **DONOR AGREEMENT**

Standard Administrative Arrangement between a contributor/donor and the MPTF Office.

## **INDIRECT SUPPORT COSTS**

General costs that cannot be directly attributed to any particular programme or activity of the Participating Organisations. UNSDG policy

establishes a fixed indirect cost rate of seven per cent of programmable costs for inter-agency pass-through MPTFs.

## **NET FUNDED AMOUNT**

Amount transferred to a Participating Organisation less any refunds transferred back to the MPTF Office by a Participating Organisation.

## **PARTICIPATING ORGANISATION**

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

## **PROJECT APPROVAL DATE**

The date a project is approved by the Steering Committee.

## **PROJECT EXPENDITURE**

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

## **PROJECT FINANCIAL CLOSURE**

A project or programme is considered financially closed when all financial obligations of an operationally completed project or programme have been settled, and no further financial charges may be incurred. MPTF Office will report a project financially closed once the financial report(s) has been received and any balance of funds refunded.

## **PROJECT OPERATIONAL CLOSURE**

A project or programme is deemed operationally closed once all activities funded for Participating

Organisation(s) have been concluded, and the Steering Committee has approved the final narrative report.

#### **PROJECT START DATE**

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

#### **RECIPIENT NATIONAL GOVERNMENT**

A national government that is a recipient of the Fund, as represented by signing a Memorandum of Agreement (MOA) with the MPTF Office for a particular Fund.

#### **TOTAL APPROVED BUDGET**

The cumulative amount of allocations approved by the Steering Committee.

#### **TRANSFERRED FUNDS**

Funds transferred to Participating Organisations by the Administrative Agent in accordance with the Steering Committee's request.

#### **US DOLLAR AMOUNT**

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



**UNIFIL German naval peacekeepers conduct joint training with the Lebanese Navy and Air Force off the coast of Beirut, Lebanon, 27 July 2025. The training supports maritime capacity and operational cooperation with the Lebanese Armed Forces.**

(Photo: Haidar Fahs/UN)

# Part 6



Moroccan peacekeeper serving with MONUSCO participates in a mixed patrol to Bushagara internally displaced persons camp, Goma, North Kivu, Democratic Republic of the Congo, 10 January 2025.

(Photo: Kevin Jordan/MONUSCO)

# Part 6: Elsie Initiative Fund Expenditures and Liabilities

The purpose of Diagram 1 is to provide an overview of the EIF’s expenditure and approved liabilities as of 31 December 2025. It illustrates the relative proportion of expenditure and approved liabilities attributable to each EIF funding modality and associated costs.

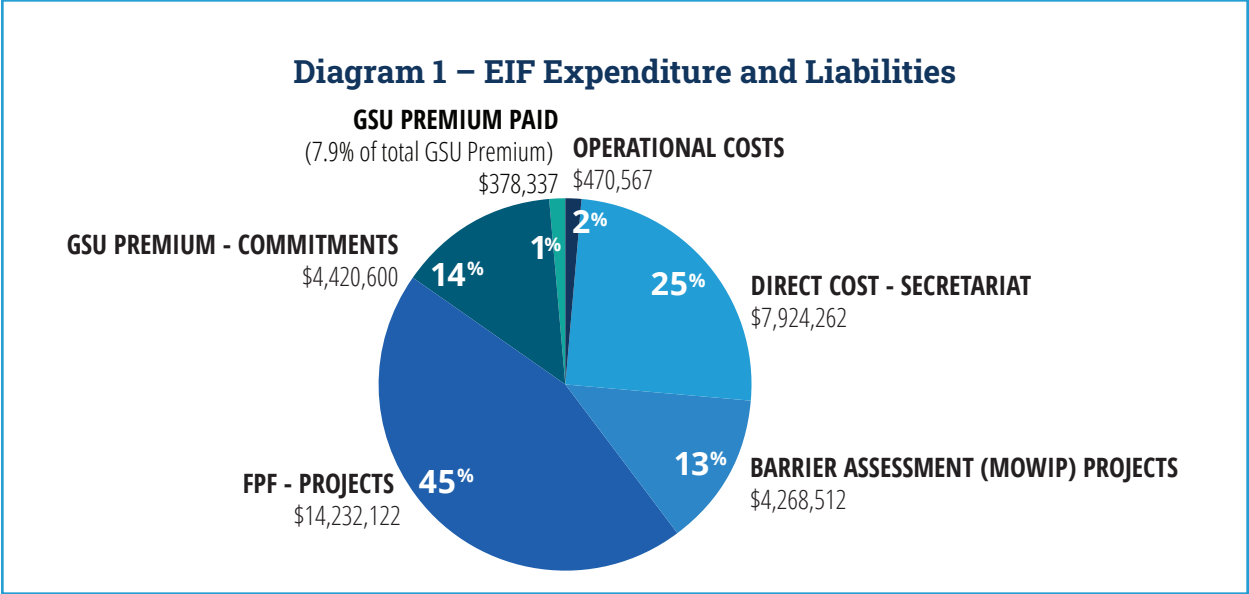
Out of the combined expenditure and approved liabilities of **US\$31,694,430**, the diagram shows the proportion of EIF funding allocated to:

- participating organisations for Flexible Project Funding (FPF) of **US\$14,232,122** and Barrier Assessment

(BA) projects **US\$4,268,51** totalling **US\$18,500,634**<sup>106</sup>

- Gender Strong Unit (GSU) premium payments to the Senegal National Gendarmerie (**US\$185,069**) and Senegal National Police (**US\$193,268**)
- remaining GSU premium liability - **US\$4,420,600**,<sup>107</sup> and
- EIF operational and direct costs - **US\$470,597**<sup>108</sup> and **US\$7,924,262** respectively.<sup>109</sup>

The Senegal National Gendarmerie, Senegal National Police, and the Ghana Armed Forces have deployed a total of six gender-strong units to date. The EIF anticipates further GSU premium payments in 2026, including for the Ghana Armed Forces. The overall GSU liability will be revised to reflect deployments achieved, as outstanding payments are processed and adjustments finalised.



106 See Net Funded Amount - detailed in Part 5 Consolidated Annual Financial Report.  
 107 Two GSU premium payments had been made to each of the Senegal National Police and Senegal National Gendarmerie as of 31 December 2025, totalling US\$378,337. Total approved GSU premium commitments amount to US\$4,798,937, of which US\$4,420,600 remained as approved liabilities as of 31 December 2025. These commitments relate to the Ghana Armed Forces, the Senegal National Gendarmerie and the Senegal National Police.  
 108 Administrative Agent Fees US\$466,849 (1% of deposits) and Bank Charges US\$3,748 - detailed in Part 5 Consolidated Annual Financial Report.  
 109 Secretariat Cost - detailed in Part 5 of the Consolidated Annual Financial Report.



UN Police, Moroccan Force personnel, the Senegalese Formed Police Unit and the Congolese National Police conduct a mixed patrol to Bushagara internally displaced persons camp, Goma, North Kivu, Democratic Republic of the Congo, 10 January 2025. Mixed patrols support security assessments, engagement with civilian leaders and camp residents, and access to emergency reporting channels.

(Photo: Kevin Jordan/MONUSCO)

# Annex 1: Deployments of Uniformed Women by EIF-Supported T/PCCs and UGPS Personnel Category, 2020–2025

This annex presents the number and percentage of uniformed women deployed by EIF-supported T/PCCs from project approval date to 2025, disaggregated by United Nations Uniformed Gender Parity Strategy personnel category.

T/PCC	WOMEN DEPLOYED					
	2025		2024		2023	
	TOTAL	%	TOTAL	%	TOTAL	%
<b>BANGLADESH</b>	<b>415</b>	<b>7.52</b>	<b>473</b>	<b>8.06</b>	<b>533</b>	<b>7.61</b>
Experts on Mission	7	13.21	6	10.71	8	14.04
Formed Police Units	52	37.14	98	33.00	126	30.96
Individual Police	6	20.00	9	21.95	12	25.53
Staff Officer	25	21.93	25	20.83	28	17.95
Troops	325	6.28	335	6.26	359	5.66
<b>CAMBODIA</b>	<b>131</b>	<b>21.41</b>	<b>126</b>	<b>20.42</b>	<b>141</b>	<b>17.09</b>
Experts on Mission	4	50.00	5	62.50	3	37.50
Staff Officer	4	20.00	3	15.00	3	15.00
Troops	123	21.06	118	20.03	135	16.94
<b>CÔTE D'IVOIRE</b>	<b>37</b>	<b>15.16</b>	<b>37</b>	<b>14.92</b>	<b>39</b>	<b>6.36</b>
Experts on Mission	-	-	1	50.00	1	100.00
Individual Police	19	33.33	24	38.71	16	27.12
Staff Officer	1	20.00	1	25.00	1	20.00
Troops	17	9.39	11	6.11	21	3.83
<b>FIJI</b>	<b>45</b>	<b>13.85</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Experts on Mission	-	-	-	-	-	-
Individual Police	11	40.74	-	-	-	-
Staff Officer	1	12.50	-	-	-	-
Troops	33	11.50	-	-	-	-



WOMEN DEPLOYED						
2022		2021		2020		
TOTAL	%	TOTAL	%	TOTAL	%	
<b>507</b>	<b>7.41</b>	-	-	-	-	
5	11.36	-	-	-	-	
138	30.00	-	-	-	-	
9	23.08	-	-	-	-	
26	16.88	-	-	-	-	
329	5.35	-	-	-	-	
<b>118</b>	<b>15.19</b>	-	-	-	-	
2	25.00	-	-	-	-	
4	21.05	-	-	-	-	
112	14.93	-	-	-	-	
<b>54</b>	<b>5.57</b>	<b>68</b>	<b>7.46</b>	-	-	
-	-	2	66.67	-	-	
22	20.56	34	36.56	-	-	
4	26.67	1	5.56	-	-	
28	3.30	31	3.88	-	-	
-	-	-	-	-	-	
-	-	-	-	-	-	
-	-	-	-	-	-	
-	-	-	-	-	-	
-	-	-	-	-	-	

T/PCC	WOMEN DEPLOYED					
	2025		2024		2023	
	TOTAL	%	TOTAL	%	TOTAL	%
<b>GHANA</b>	<b>413</b>	<b>16.12</b>	<b>433</b>	<b>16.33</b>	<b>441</b>	<b>15.98</b>
Experts on Mission	15	32.61	16	33.33	17	35.42
Formed Police Units	62	24.70	58	21.48	55	20.52
Individual Police	5	17.24	12	32.43	15	42.86
Staff Officer	20	25.97	18	21.69	19	19.00
Troops	311	14.40	329	14.87	335	14.51

<b>JORDAN</b>	<b>19</b>	<b>8.09</b>	<b>38</b>	<b>18.81</b>	<b>47</b>	<b>9.48</b>
Experts on Mission	3	60.00	3	75.00	2	28.57
Formed Police Units	14	17.07	7	10.00	19	10.61
Individual Police	2	10.53	26	24.76	24	16.90
Staff Officer	-	-	2	10.00	2	6.67

<b>LIBERIA</b>	<b>10</b>	<b>43.48</b>	<b>6</b>	<b>50.00</b>	<b>18</b>	<b>11.54</b>
Experts on Mission	2	50.00	2	50.00	2	40.00
Individual Police	8	44.44	4	50.00	2	50.00
Staff Officer	-	-	-	-	2	20.00
Troops	-	-	-	-	12	8.76

<b>MEXICO</b>	<b>19</b>	<b>42.11</b>	<b>8</b>	<b>36.36</b>	<b>8</b>	<b>36.36</b>
Experts on Mission	17	47.06	8	57.14	8	57.14
Individual Police	1	-	-	-	-	-
Staff Officer	1	-	-	-	-	-

<b>NIGER</b>	<b>22</b>	<b>29.73</b>	<b>34</b>	<b>39.53</b>	<b>44</b>	<b>5.67</b>
Experts on Mission	-	-	-	-	-	-
Individual Police	20	31.75	32	41.56	35	39.33
Staff Officer	2	20.00	2	25.00	2	10.53
Troops	-	-	-	-	7	1.05

<b>SENEGAL</b>	<b>205</b>	<b>17.03</b>	<b>205</b>	<b>16.15</b>	<b>227</b>	<b>11.17</b>
Experts on Mission	1	50.00	1	100.00	1	50.00
Formed Police Units	173	18.37	172	17.20	171	15.20
Individual Police	18	32.14	20	30.77	20	32.79
Staff Officer	2	8.33	2	8.33	2	5.88
Troops	11	6.11	10	5.59	33	4.07



WOMEN DEPLOYED						
2022		2021		2020		
TOTAL	%	TOTAL	%	TOTAL	%	
<b>420</b>	<b>15.78</b>	-	-	-	-	
17	36.17	-	-	-	-	
41	15.30	-	-	-	-	
16	48.48	-	-	-	-	
25	27.78	-	-	-	-	
321	14.44	-	-	-	-	
<b>32</b>	<b>5.16</b>	<b>26</b>	<b>4.30</b>	-	-	
4	57.14	4	50.00	-	-	
14	7.78	12	6.86	-	-	
12	13.33	8	9.09	-	-	
2	6.25	2	6.06	-	-	
<b>21</b>	<b>12.21</b>	<b>22</b>	<b>12.79</b>	-	-	
3	75.00	3	75.00	-	-	
3	37.50	2	40.00	-	-	
2	16.67	2	15.38	-	-	
13	8.78	15	10.00	-	-	
<b>7</b>	<b>41.18</b>	<b>7</b>	<b>41.18</b>	-	-	
7	58.33	7	58.33	-	-	
-	-	-	-	-	-	
-	-	-	-	-	-	
<b>27</b>	<b>2.81</b>	<b>34</b>	<b>3.47</b>	-	-	
-	-	-	-	-	-	
19	23.75	29	30.21	-	-	
2	9.52	-	-	-	-	
6	0.70	5	0.58	-	-	
<b>217</b>	<b>9.18</b>	<b>194</b>	<b>9.16</b>	<b>136</b>	<b>6.38</b>	
1	20.00	-	-	-	-	
145	12.30	134	13.10	76	7.52	
23	37.70	24	30.00	14	19.18	
3	9.38	2	6.45	2	6.67	
45	4.14	34	3.47	44	4.33	

T/PCC	WOMEN DEPLOYED					
	2025		2024		2023	
	TOTAL	%	TOTAL	%	TOTAL	%
<b>SIERRA LEONE</b>	<b>14</b>	<b>42.42</b>	<b>19</b>	<b>47.50</b>	<b>21</b>	<b>45.65</b>
Experts on Mission	5	55.56	6	60.00	7	58.33
Individual Police	5	33.33	9	45.00	7	87.50
Staff Officer	4	44.44	4	40.00	7	26.92
<b>TOGO</b>	<b>24</b>	<b>36.36</b>	<b>35</b>	<b>37.63</b>	<b>116</b>	<b>12.06</b>
Experts on Mission	2	28.57	2	25.00	3	33.33
Formed Police Units	-	-	0	0.00	24	9.38
Individual Police	21	40.38	32	44.44	32	44.44
Staff Officer	1	14.29	1	12.50	5	20.83
Troops	-	-	-	-	52	8.65
<b>UGANDA</b>	<b>87</b>	<b>13.20</b>	<b>88</b>	<b>13.48</b>	<b>101</b>	<b>15.44</b>
Experts on Mission	3	60.00	3	75.00	2	50.00
Individual Police	8	30.77	6	28.80	6	27.27
Staff Officer	1	33.33	1	33.33	1	33.33
Troops	75	12.00	78	12.48	92	14.72
<b>TANZANIA</b>	<b>175</b>	<b>12.03</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Experts on Mission	3	50.00	-	-	-	-
Individual Police	16	50.00	-	-	-	-
Staff Officer	11	30.56	-	-	-	-
Troops	145	10.50	-	-	-	-
<b>URUGUAY</b>	<b>62</b>	<b>7.05</b>	<b>60</b>	<b>6.22</b>	<b>63</b>	<b>6.07</b>
Experts on Mission	2	15.38	3	20.00	5	35.71
Individual Police	0	0.00	0	0.00	1	33.33
Staff Officer	0	0.00	0	0.00	1	5.00
Troops	60	7.06	57	6.12	56	5.59
<b>ZAMBIA</b>	<b>238</b>	<b>24.82</b>	<b>239</b>	<b>24.31</b>	<b>210</b>	<b>21.49</b>
Experts on Mission	5	35.71	7	38.89	7	38.89
Individual Police	11	50.00	12	60.00	10	58.82
Staff Officer	13	39.39	14	40.00	11	34.38
Troops	209	23.48	206	22.64	182	20.00
<b>Grand Total</b>	<b>5,920</b>		<b>1,796</b>	<b>13.10</b>	<b>2,005</b>	<b>10.92</b>



WOMEN DEPLOYED						
2022		2021		2020		
TOTAL	%	TOTAL	%	TOTAL	%	
42	62.69	36	53.73	-	-	
7	70.00	8	72.73	-	-	
27	93.10	20	80.00	-	-	
8	28.57	8	25.81	-	-	
111	10.19	124	9.46	-	-	
3	37.50	3	42.86	-	-	
30	10.79	38	12.93	-	-	
23	37.10	28	38.36	-	-	
4	14.29	2	8.33	-	-	
51	7.15	53	5.81	-	-	
89	13.69	-	-	-	-	
3	75.00	-	-	-	-	
5	27.78	-	-	-	-	
1	33.33	-	-	-	-	
80	12.80	-	-	-	-	
-	-	-	-	-	-	
-	-	-	-	-	-	
-	-	-	-	-	-	
-	-	-	-	-	-	
-	-	-	-	-	-	
72	6.79	-	-	-	-	
3	21.43	-	-	-	-	
4	57.14	-	-	-	-	
2	10.00	-	-	-	-	
63	6.18	-	-	-	-	
183	18.96	-	-	-	-	
5	31.25	-	-	-	-	
1	8.33	-	-	-	-	
7	25.93	-	-	-	-	
170	18.68	-	-	-	-	
1,897	9.87	1,594	8.63	1,491	8.01	

## Annex 2:

Elsie Initiative Fund Secondary Impact – Knowledge gained by the Fund contributes to the global conversation on increasing the full, equal and meaningful participation of uniformed women in United Nations peacekeeping operations

DATE	DETAILS
<b>UNITED NATIONS: REPORTS, DEBATES AND EVENTS</b>	
5 September 2025	<p><a href="#">Report of the Secretary-General on Women, Peace and Security (S/2025/556)</a> (United Nations, 2025)</p> <p><i>"...In 2024, the Elsie Initiative Fund for Uniformed Women in Peace Operations was instrumental in incentivising the recruitment of women in countries that contribute troops and police to peacekeeping missions..."</i></p>
<b>MEMBER STATES: POLICY DISCUSSIONS, EVENTS AND STATEMENTS</b>	
24 March 2025	<p><b>United Nations Security Council High-Level Open Debate on Peace Operations: Advancing Adaptability in United Nations Peace Operations – Responding to New Realities</b></p> <p><a href="#">Statement delivered by Australia on behalf of Canada, Australia and New Zealand (CANZ)</a> (Government of Australia, 2025)</p> <p><i>"...We are focused on removing barriers to women's participation – including through the Elsie Initiative Fund. And we urge the UN to integrate lessons learned on safe and inclusive community dialogue, to ensure more women are at the peace table..."</i></p>
6 October 2025	<p><b>United Nations Security Council Open Debate on Women, Peace and Security</b></p> <p><a href="#">National statement by H.E. James Larsen, Ambassador and Permanent Representative of Australia to the United Nations</a> (Government of Australia, 2025)</p> <p><i>"...Australia is strengthening our support for women in peacekeeping. Partnerships – including with the Elsie Initiative Fund and UN Women – have proved effective in reducing barriers to deployment. While the pace of change remains slow, the data tells an encouraging story. More women are now deployed on UN Peace Operations than ever before, and Australia will continue to invest in the next generation of women leaders..."</i></p>

PEACEKEEPING MINISTERIAL PLEDGES (BERLIN, 13 MAY 2025)	
13 May 2025	<b>Pledge by Canada (Government of Canada, 2025)</b> “...Women, Peace and Security: funding a total of \$15 million (CAD) to the Elsie Initiative Fund (UN Women) for barrier assessments, gender-sensitive accommodations, training, daycare facilities and gender-strong unit deployments...”
13 May 2025	<b>Pledge by Denmark (Government of Denmark, 2025)</b> “...Support the WPS agenda with financial support to the Senior Women Talent Pipeline ... and support to the Elsie Initiative for Uniformed Women in Peace Operations (approx. \$650,000 in 2025–2027)...”
13 May 2025	<b>Pledge by Fiji (Government of Fiji, 2025)</b> “...Increase women’s participation... and undertake an Elsie Initiative Fund barrier assessment...”
13 May 2025	<b>Pledge by the Netherlands (Government of the Netherlands, 2025)</b> “...Financial contribution to the Elsie Initiative Fund (EIF) for women in peacekeeping...”
13 May 2025	<b>Pledge by the Republic of Korea (Government of the Republic of Korea, 2025)</b> “...Support for the UN Women Officers’ Training Course until 2030; and contribute \$482,000 to the Elsie Initiative...”
13 May 2025	<b>Pledge by the United Kingdom (Government of the United Kingdom, 2025)</b> “...£100k to co-host a UN Women Military Peace Operations Course... and £500k to support the Elsie Initiative Fund (EIF)...”
NATIONAL POLICIES AND STATEMENTS	
17 June 2025	<b><u><a href="#">United Kingdom Women, Peace and Security National Action Plan – Report to Parliament (2024-2025)</a></u> (Government of the United Kingdom, 2025)</b> “...in 2024 to 2025, the UK provided an additional £0.5 million to the Elsie Initiative, where the UK is the second largest contributor, providing £5.8 million (USD \$7.4 million) since 2019... The UK has taken up the role of Co-chair of the Elsie Initiative for 2025...”
REGIONAL AND MINISTERIAL ENGAGEMENT	
8 October 2025	<b><u><a href="#">III Ministerial Conference of Latin America and the Caribbean on United Nations Peacekeeping Operations (LACUN), Asunción, Paraguay</a></u></b> EIF presentation to a high-level audience on the Fund’s origins, objectives and modalities to support Troop- and Police-Contributing Countries, including the Uruguay experience and best practices.
5 December 2025	<b><u><a href="#">Working Group on Women, Peace and Security – Conference of Defence Ministers of the Americas (CMDA), Colombia (virtual)</a></u></b> EIF presentation on lessons learned from project implementation, including the Uruguay experience.

CIVIL SOCIETY AND ACADEMIC DIALOGUES AND KNOWLEDGE EXCHANGE	
January 2025	<p><b><u><a href="#">8 Old and New Challenges for UN Peacekeeping: Denmark on the UN Security Council, 2025–2026</a></u></b> (Danish Institute for International Studies (DIIS), 2025)</p> <p>“...promoting gender parity in peacekeeping leadership by supporting initiatives such as the Senior Women Talent Pipeline and providing dedicated funding, exemplified by Denmark’s \$900,000 contribution to the Elsie Initiative Fund...”</p>
30 June 2025	<p><b><u><a href="#">Women, Peace and Security: A Road Map on SEA/SH in UN Missions</a></u></b> (RESDAL, 2025)</p> <p>“...The pilot case being carried out in Uruguay, supported by the Elsie Initiative Fund, with six-month rotations, addresses this issue directly...”</p> <p>“...Progress is also being made in this area with support from the Elsie Initiative Fund...”</p>
11 October 2025	<p><b><u><a href="#">IPI Policy Forum: 25 Years of the Women, Peace and Security Agenda – Lessons Learned from Gender Research and United Nations Peace Operations</a></u></b> (International Peace Institute, 2025)</p> <p>Reference to the Elsie Initiative Fund in discussions on gender and peace operations.</p>
11–14 November 2025	<p><b><u><a href="#">International Association of Peacekeeping Training Centres (IAPTC) Conference, Vicenza, Italy</a></u></b></p> <p>EIF remarks delivered during a spotlight session on Women, Peace and Security.</p>
30 October 2025	<p><b><u><a href="#">Advancing Women’s Participation in Security Institutions and Peace Operations</a></u></b> (Georgetown Institute for Women, Peace and Security, 2025)</p> <p>Analysis authored by EIF Secretariat staff and published by an external policy institute.</p> <p>“With Elsie Initiative Fund (EIF) support, the United Nations Mission in South Sudan (UNMISS) will pilot gender-sensitive equipment and relocatable ablution units for women peacekeepers...”</p>
September 2025	<p><b><u><a href="#">Team Diversity and Inclusion in Defence and Security: International Perspectives</a></u></b> (Yanakiev, Y. and McDonald, D.P. (eds.), Springer Nature Switzerland AG, 2025)</p> <p>Reference to the Elsie Initiative Fund within a chapter on gender inclusion in international police operations.</p>
30 October 2025	<p><b><u><a href="#">From Margins to Missions: How the Elsie Initiative Fund Is Redefining Peacekeeping</a></u></b> (Modern Diplomacy, 2025)</p> <p>Interview with the EIF Manager on institutional barriers to women’s participation and the Fund’s approach to supporting reform in national security institutions.</p>



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