SECRETARY-GENERAL'S PEACEBUILDING FUND
PROJECT DOCUMENT TEMPLATE

PBF PROJECT DOCUMENT
(Length : Max. 12 pages plus cover page and annexes)

Country (ies): South Sudan

Project Title: Gender mainstreaming in Security Sector Reform
Project Number from MPTF-O Gateway (if existing project):

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

List all direct project recipient organizations (starting with Convening Agency), followed type of organization (UN, CSO etc): UN Women, UNDP
List additional implementing partners, Governmental and non-Governmental:
<u>UN Agencies</u>: UNMISS
<u>Pre-Transitional and Transitional Institutions of the R-ARCSS:</u> Strategic Defense and Security Review Board (SDSRB), Joint Transitional Security Committee (JTSC), JMC (Joint Military Command) and Disarmament, Demobilization and Reintegration Commission (DDR)
<u>Government</u>: Ministry of Gender, Child and Social Welfare (MoGCSW), Ministry of Defence, South Sudan National Police Service (SSNPS), National Security Services and local authorities.

Expected project commencement date[1]: January 2020
Project duration in months:[2] 24 months
Geographic zones (within the country) for project implementation: Former 10 states of South Sudan

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Does the project fall under one of the specific PBF priority windows below:
☐ Gender promotion initiative
☐ Youth promotion initiative
☐ Transition from UN or regional peacekeeping or special political missions
☐ Cross-border or regional project

Total PBF approved project budget* (by recipient organization):
UN Women: US$ 2,800,000
UNDP: US$ 1,700,000
TOTAL: US$ 4,500,000

*The overall approved budget and the release of the second and any subsequent tranche are conditional and subject to PBSO's approval and subject to availability of funds in the PBF account. For payment of second and subsequent tranches the Coordinating

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[1] Note: actual commencement date will be the date of first funds transfer.
[2] Maximum project duration for IRF projects is 18 months, for PRF projects – 36 months.

Any other existing funding for the project (amount and source):

PBF 1st tranche (_70%):	PBF 2nd tranche* (_30 %):	PBF 3rd tranche* (_%):
UN Women: $1,960,000	UN Women: $ 840,000	XXXX: $ XXXXXX
UNDP: $ 1,190,000	UNDP: $510,000	XXXX: $ XXXXXX
Total: **$3,150,000**	**Total: 1,350,000**	XXXX: $ XXXXXX
		Total:

Two-three sentences with a brief project description and succinct explanation of how the project is time sensitive, catalytic and risk-tolerant/ innovative:

The Gender mainstreaming in Security Sector reform project is timely as it seeks to contribute to the on-going security sector reform under the Revitalized Agreement on the Resolution of Conflict in South Sudan (RARCSS). Article 2.2 and 2.3 of the Agreement stipulate activities to be undertaken during the pre- transitional and transition period in relation to security sector reform. Further article 1.4.4 and 1.4.6 provides for gender and diversity at all levels of executive, including the security sector.

This project is an opportunity for South Sudan to transform its security sector into a gender-responsive one that protects and promotes the rights of women and girls across the country. The conflict in South Sudan has disproportionally impacted women and girls leaving them vulnerable to all forms of attack. Gender inequality and discrimination committed by security forces prevents meaningful participation and inclusion in peace processes across communities, ethnic groups and generations. Patriarchal views that consider security as a man's issue and the male-dominated nature of the security sector has left gender and minorities' needs, concerns and priorities largely absent from the security sector, threatening long term sustainable peace because the security sector is not representative of the population it serves.

Gender inequality and discrimination by security forces creates tension and grievances among communities. Tensions and grievances can be triggered by even small events if left unaddressed and lead to violent conflict. Gender inequality and discrimination is intimately linked to community/ethnic tensions and grievances which are symptomatic of violent conflict. The project ensures an inclusive and representative security sector for both duty bearers and rights holders to reduce discrimination and gender inequality thereby addressing a root cause of violent conflict in South Sudan, breaking the cycle of decades old conflicts and ultimately contributing to sustainable peace.

With the signed revitalized peace agreement, an opportunity presents itself to include women, girls' and minorities' needs, concerns and priorities into the security sector. Key reforms are expected to be undertaken in the Transitional Period such as the cantonment and reunification of forces and demilitarization of civilian areas. These reforms necessitate engagement of women and girls and other stakeholders - who have often been victims of a gender-blind and exclusive security sector - on their concerns and needs and to making the security sector less of an aggressive force that instils fear and built from a war of independence and civil wars with eroded trust, but trusted, representative and protective.

The project is innovative as interventions are designed to support duty bearers and rights holders in relation to gender equality which includes:

1) Tackling the exclusion, marginalization and rights violations of women and other groups by the security sector. The first stage of the project involves engaging specific communities in

dialogues and role play to understand their needs and priorities as they relate to security and insecurity – engaging with the women and marginalized groups to understand what they prioritise from the security sector whilst engaging men in communities to counter negative attitudes towards women that often promote insecurity towards them. Through this local, grassroots community engagement, views are gathered and collected and presented to local security institutions and justice institutions to address the security needs of women- especially young women- and marginalized groups in their communities.

2) Directly engaging transitional security institutions at the national level including the Strategic Defense and Security Review Board (SDSRB) to ensure that it mainstreams gender and inclusion into all security sector reform throughout the transitional period. The engagement would enhance gender-responsiveness and gender-sensitivity. Further, a goal for creating a National Action Plan on Gender and Security Sector reform will go a long way in furthering a more inclusive and gender-responsive security sector in South Sudan.

Following the implementation of the project over the next two years, at the national level and in select states, interventions will be scaled up to other to include other security sector institutions and states, based on the lessons learnt, networks and demonstrated results.

Summarize the in-country project consultation and endorsement process prior to submission to PBSO, including through any PBF Steering Committee where it exists, including whether civil society and target communities were consulted and how:

The development of the project has benefitted from wide consultation including:
- Women's groups, female security sector personnel and women's organizations;
- Women civil society organizations during the process of reviewing security sector laws through UN Women's support;
- The RCO coordinated stakeholder consultations through results group 4 on woimen and youth. The draft project objectives were to a consortium of national and international NGOs in South Sudan known as the NGO Forum;
- Heads of various security sector institutions including from the police and army were consulted in a workshop held in Juba in September 2019;
- The UN agencies Program Management Team (PMT) and the UN Mission have also provided feedback on the project;
- The chairwoman of the SDSR Board and Deputy chairwoman of the Disarmament, Demobilization and Reintegration Commission have also be consulted and have expressed full support to the implementation of the project.

Project Gender Marker score: _3__ [3]
Specify % and $ of total project budget allocated to activities in direct pursuit of gender equality and women's empowerment:_____93%___
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[3] **Score 3** for projects that have gender equality as a principal objective and allocate at least 80% of the total project budget to Gender Equality and Women's Empowerment (GEWE)
Score 2 for projects that have gender equality as a significant objective and allocate at least 30% of the total project budget to GEWE
Score 1 for projects that contribute in some way to gender equality, but not significantly (less than 30% of the total budget for GEWE)

Project Risk Marker score: __1___ [4]

Select PBF Focus Areas which best summarizes the focus of the project *(select ONLY one)*: __1.1.___ [5]

If applicable, **UN Cooperation Framework priority areas** to which the project contributes:
 I. Building peace and strengthening governance;
III. Strengthening social services;
IV. Empowering women and youth.
If applicable, **Sustainable Development Goal** to which the project contributes:
Goal 16: peace justice and strong institutions
Goal 5: Gender equality

If applicable, **National Strategic Goal** to which the project contributes:
1: people should *feel safe* to go about their business
3: access to basic services

Type of submission:	If it is a project amendment, select all changes that apply and provide a brief justification:
☒ **New project** ☐ **Project amendment**	**Extension of duration:** ☐ Additional duration in months (number of months and new end date): **Change of project outcome/ scope:** ☐ **Change of budget allocation between outcomes or budget categories of more than 15%:** ☐ **Additional PBF budget:** ☐ Additional amount by recipient organization: **Brief justification for amendment:** *Note: If this is an amendment, show any changes to the project document in RED colour or in TRACKED CHANGES, ensuring a new result framework and budget tables are included with clearly visible changes. Any parts of the document which are not affected, should remain the same. New project signatures are required.*

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[4] **Risk marker 0** = low risk to achieving outcomes
Risk marker 1 = medium risk to achieving outcomes
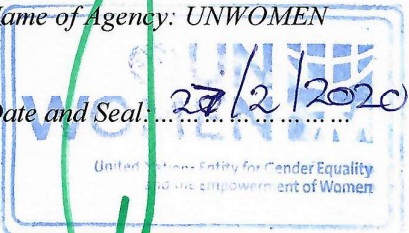**Risk marker 2** = high risk to achieving outcomes
[5] **PBF Focus Areas** are:
(1.1) SSR, (1.2) Rule of Law; (1.3) DDR; (1.4) Political Dialogue;
(2.1) National reconciliation; (2.2) Democratic Governance; (2.3) Conflict prevention/management;
(3.1) Employment; (3.2) Equitable access to social services
(4.1) Strengthening of essential national state capacity; (4.2) extension of state authority/local administration; (4.3)
Governance of peacebuilding resources (including PBF Secretariats)
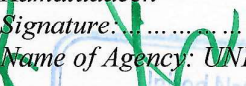
PROJECT SIGNATURES:

Recipient Organization(s)	Representative of National Authorities
Name of Representative: Paulina Chiwangu, OIC *Signature:* .... *Name of Agency: UNWOMEN* *Date and Seal:* 27/2/2020 *Name of Representative: Dr. Kamil Kamaluddeen* *Signature:* .... *Name of Agency: UNDP* *Date and Seal:* 2/28/20	*Name of Government Counterpart: Ms. Esther Ikere Eluzai* *Signature:* .... *Title: The Under-Secretary, Ministry of Gender, Child and Social Welfare* *Date & Seal:* 26/2/2020
Head of UN Country Team	**Peacebuilding Support Office (PBSO)**
Name of Representative: Alain Noudéhou *Signature:* .... *Title: DSRSG/RC/HC* *Date& Seal:* 29/02/2020	*Name of Representative* Oscar Fernandez-Taranco *Signature* Assistant Secretary-General, Peacebuilding Support Office *Date& Seal* 19 March 2020

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

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

Women, and girls have been disproportionally impacted and are particularly vulnerable because of the conflict in South Sudan. According to the UN Commission on Human Rights in South Sudan, "sexual and gender-based violence including rape and gang-rape remain a central characteristic of the conflict, in instances amounting to war crimes and crimes against humanity.[7] In South Sudan, security institutions have long been grounded in male-dominated cultures and conceptions. Despite progress made in some contexts, the overall persistence of sexist and discriminatory structures and practices in the security sector create considerable challenges for establishing effective and accountable security institutions. This has contributed to increased abductions of girls for marriage and as a way of bypassing the dowry 'requirements' in communal violence, limited mobility/displacements for women and girls, amongst other human rights abuses. This not only results in the violations of the rights of girls, including denial of education and increasing the risk of unwanted pregnancies and maternal mortality, but also increasing inter/intra communal conflicts putting women and girls at the centre of violence and conflicts. The fighting forces often mirror the patriarchal norms in the society, where negative masculinities and misogyny frequently leads to systematic exclusion of women from the forces leading to inequalities, and a continuous and vicious cycle of violence, manifested in the current political and ongoing communal violent conflicts.

Research shows that men tend to be the primary perpetrators of violence and the majority of combatants in conflict.[8] Negative masculinities and patriarchal gender roles and norms in South Sudan have contributed to insecurity and led to violent conflict in some areas. For example in some communities, the positive view of male dominance and violence could have contributed to some men's decision to participate in violent conflict while some women pressure them to do so through singing songs to encourage their participation in violence and mocking those who do not.[9] While in other communities, men obtain respectability through 'wealth' and the number of 'wives' forcing some young men to resort to the use of violence to attain a status of 'respectable manhood'. Furthermore, conflict is a self-fulfilling cycle whereby men unable to provide and take care of their families due to consequences of war including among others, trauma, substance abuse etc are at risk of resorting to violence in their homes to a achieve a sense of manhood and control. These factors among others, contribute to violence, threatening peace and security in communities.

Women and marginalised social groups including women living with disabilities that are vulnerable and lack voice, coupled with security actors' inadequate capacity to serve security needs of men, women, boys and girls has aggravated the situation. The consequences have

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[7] Human Rights Council (2019), 'Report of the Commission of Human Rights in South Sudan'. **Fortieth session,** 25 February–22 March 2019

[8] Wright, Hannah, and Patrick Welsh. *Masclulinities, conflict and peacebuilding: perspectives on men through a gender lens*. Saferworld, 2014.

[9] Ibid.

been compounded by limited access to justice, especially among women and girls. The consequences are further aggravated in cases where perpetrators are state agents and opposition soldiers who are either outside the ambit of law and judicial processes, or protected from prosecution. Moreover, limited research and analysis around security issues on women and girls, has created a situation where key security sector actors lack data and knowledge to undertake evidence based interventions.

Gender inequality and discrimination in the security sector have wider societal and inter-ethnic effects that threaten the sustainability of peace in South Sudan. The gender-blind nature of most security sector institutions, renders abuse of women common and rampant right from the highest offices. For instance, on 4th November 2019, two female journalists preparing to cover the 7th Military Command Council conference of the SSPDF in Bilpam, a military barracks in Juba were publicly and physically abused by a General in the army.[10] The anecdotal example only represents the tip of the iceberg regarding the kinds of abuses committed against women across the country by security forces. In addition to gender discrimination, abuse by security forces tends to be enacted by dominant ethnic groups in various communities.

The security sector is accused of not being inclusive and representative. Perceived discrimination by the security apparatus can breed tension and discontent among communities. Interview reports by women in certain areas reflect fear of abuse by security forces belonging to a different community. This discrimination and abuse by forces dominated by an 'enemy' community often leads youth to taking up arms to protect their communities as they do not trust security sector forces to provide needed protection The prevalence and existence of informal security groups increases the risk of inter-communal violence. Abuses such as rape, abductions and murder often result in retaliatory attacks pitting one community against another hindering people's ability to live in security. These tensions and grievances are signs of underlying social conflict that are sustained at the national level where systematic discrimination persists and can turn violent if triggered threatening volatile peace. In many cases, the state has not paid much attention to the gender implication of these community conflicts, and these have rarely been addressed in security policies.

It is often argued that war, and conflicts would not be possible without youth as young people are the main combatants in war. Research states that young people are often coerced into joining armed groups, resort to violence to express grievances or resort to violence due to a lack of viable livelihoods.[11] Young people globally comprise majority of their countries' populations. In South Sudan young people make up over 72% of the population and more than 90% of South Sudanese youth lack formal employment opportunities.[12] These conditions make young people susceptible to recruitment into armed groups and/or resorting to violence to fend for themselves and their communities. In July 2019 for instance armed youth in Maban county, in Upper Nile, "looted and burned UN and humanitarian facilities to protest lack of job opportunities, forcing aid groups to suspend operations."[13] In some areas of South Sudan, like in Jonglei in February 2019, authorities issued a ministerial order dissolving youth associations in the state for engaging in activities that disrupted public order.[14] Engaging youth will be at the core of any security sector reform. In the same way war would not be possible without

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[10] https://eyeradio.org/army-gen-beats-up-female-reporters-with-camera-tripod/

[11] https://reliefweb.int/sites/reliefweb.int/files/resources/810B078967D17D1AC12571920052088C-UNDP%20youth.pdf

[12] https://www.ss.undp.org/content/south_sudan/en/home/presscenter/Blogs/acceleratorlabs_the_challenge.html

[13] https://www.hrw.org/world-report/2019/country-chapters/south-sudan

[14] Ibid

youth, peace would not be viable without engagement with this demographic. Moreover, to create lasting and sustainable security sector reforms, addressing the root causes of young people's engagement in conflict or in creating insecurities in their particular societies will be crucial for peacebuilding

While the United Nations (UN) through key resolutions and international frameworks recommend that the specific security and justice needs of men, women, boys and girls be fully integrated into all security sector reform processes and governance mechanisms, the transition from theory to practice is often challenging. This creates a need for women in the communities to review their own concepts of security and insecurity and to raise awareness on how to report and handle cases of insecurity. Operationalizing security sector reform processes also creates a need to strengthen capacities of political, religious and community leaders in targeted communities to promote positive gender/social norms on ending all forms of violence against women and girls. Furthermore, national policy frameworks that treat gender-based violence and women's access to justice as separate from defense and security concerns, and do not consider them key threats to sustaining peace despite their impact on the lives of individuals and communities, need to be reviewed through a gender-lens.

The premise of the project posits that an inclusive and ethnically representative security system with the participation and leadership of women in South Sudan will reduce tensions and grievances caused by real and perceived discrimination and gender inequality. The project will increase numbers of women and diversity in the sector, diversify skills set, respond to specific needs of women and incorporate traditional peacebuilding skills often driven by women. Mainstreaming gender into security sector reform would also result in a cultural shift on non-patriarchal roles of women and men in the society, providing a diversified skillset that will lead to sustaining peace in South Sudan.

On 12th September 2018, the Revitalized Agreement on the Resolution of the Conflict in South Sudan (R-ARCSS) was signed. The R-ARCSS provides important entry points to include women's experience with security sector institutions in anticipated security sector reforms under the R-ARCSS. Chapter Two of the peace agreement addresses transitional security arrangements and articulates a reform package of the security sector. The focus of the reform is on cantonment/military garrison, down/rights-sizing, reintegration and/or unification of forces, training, civilian oversight, command and control. Patriarchy and negative masculinities have made it difficult for women and men, civilians and security officers to interact and create an enabling environment for peace. With the expected establishment of 25 different cantonment sites and barracks, protection challenges for neighbouring communities particularly women and girls are created. Large majority of the casualties in these likely hostile conflicts will be women and girls who have failed in many instances to gain adequate protection from state and non-state security actors. As soldiers are often at the highest hierarchy of governance given the long history of wars and conflict in South Sudan, their leadership roles in transitional governments are often given, excluding women. The military space remains highly inaccessible for women in South Sudan, and women make up less than 5% in all the warring armies. Majority of the women are in the lower cadre, responsible for traditional gender roles, ensuring women are less likely to get positions of authority in the transitional government when fully formed by March 2020. For example, while there were no female Governors appointed by the President out of 32 Governors, majority being former military commanders, the 2018 peace agreement guarantees 35% affirmative action for women's representation. Women's access to public decision making remains very low, with less than

10% representation in national, states' and counties public institutions, except for the transitional legislative assembly which has 30% representation.

Given the security challenges in South Sudan and based on past experiences to reform the security sector, there is a danger that the reform process will be limited to cantonment and unification of forces. There is need for strong support and engagement to ensure that gender is mainstreamed in the reform process. Evidence suggests that more women in the security sector is a step in the right direction leading to a more secure future.[15] The increased recruitment of women in the security sector is critical for addressing specific needs of female ex-combatants during demobilization and reintegration processes, and interviewing survivors of sexual and gender-based violence. The presence of female security personnel can also help reduce conflict and confrontation by providing a greater sense of security to a wider population including women and children. Importantly, women taking up roles in the security sector has the potential of making it more people-focused and of protecting and promoting the rights of citizens, while broadening opportunities for women and girls to have a voice in post conflict South Sudan.

The "Gender-mainstreaming in Security Sector Reform" is a two-year project that aims to support the establishment of an accountable, representative, inclusive and effective South Sudanese security sector that ensures the meaningful participation of women at all levels of the security institutions and prioritizes the protection and human rights of civilians, and especially of women and girls at community levels, contributing to the sustainability of peacebuilding efforts. The Project will support security sector reform that provides the blueprint for facilitating inclusive peacebuilding and social cohesion in local communities through women's participation in the design of its laws, policies and practices; focuses on security from a protection and not aggression dynamic; and reduces propensity for violence arising from abuse and discrimination by security forces in communities in South Sudan. The project through promoting inclusive women's leadership and participation in the security sector reform, as an approach to positive peace, will contribute to increasing women's overall leadership in governance in the transitional and post conflict periods in South Sudan and lead to sustaining peace in communities across South Sudan.

The promotion of gender equality in the security sector is a core element of global, regional, national, and local efforts to "build effective, accountable and inclusive institutions at all levels" as enshrined in Goal 16 of the 2030 Agenda for Sustainable Development. The 2019 High-Level Roundtable on Gender Parity and SSR recommended Member States and the UN to join efforts to: (i) increase the proportion of women at all levels of the security sector institutions, in particular in senior positions; (ii) prevent and respond to gender-based discrimination in the security sector work-place; (iii) promote the empowerment of women in the security sector and their networks; and (iv) enhance availability of data of women in the national security institutions to track progress and promote accountability to the implementation of the Goal 16. The South Sudan security sector institutions to be targeted in this project include South Sudan National Police Service, South Sudan People's Defense Forces, South Sudan Prisons Services and transitional institutions such as the Strategic Defense and Security Review Board, the Disarmament, Demobilization and Reintegration Commission and any other relevant security sector institutions in the Transitional periods.

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[15] Arostegui, J. (2015). Gender and the Security Sector: Towards a More Secure Future. *Connections, 14*(3), 7-30. Retrieved February 19, 2020, from www.jstor.org/stable/26326406

The project will be guided by the Security Council resolution 2151 (2014), which identifies core standards and principles of the UN support to national SSR processes. The resolution underscores the need for the "inclusion of more women in the security sector" and notes that the "equal and effective participation and full involvement in the SSR process, given their vital role in the prevention and resolution of conflict and peacebuilding". Furthermore, the project will also be guided by the WPS SCRs 1820(2008), 1888 (2009), 2106(2013), 2122 (2013) and 2467 (2019), which expressly highlight the necessity of integrating women's needs and priorities into UN support to SSR.

The project will be implemented in accordance with the 2012 UN Integrated Guidance Note on Gender Responsive SSR, which provide guidance to the strategic and operational implementation of the SCR 2151 (2014) on SSR and the WPS resolutions. The 2011 UN Defense Sector Reform Policy guides its support to national defense sector reform efforts and requests UN to mainstream gender in the planning, design, implementation, monitoring and evaluation phases, including by the reform of recruitment processes and improvement in the delivery of defense services.

Gender responsiveness in the entire conflict prevention and peacebuilding continuum including security sector reform has been emphasized not only in the UNSCR 1325 but is also a critical part of the Secretary General's prevention agenda. The twin resolutions on peacebuilding and sustaining peace (A/RES/70/262 and S/RES/2282 (2016)) emphasize the importance of a broad approach to peacebuilding with special focus on prevention of conflict and addressing its root causes using multi-sectoral and locally driven approaches. Meaningful inclusion of women and young women in all aspects of conflict prevention, peace building and sustaining peace will contribute towards building an inclusive and peaceful society in South Sudan as stipulated in SDG 16 and SDG 5.

b) A brief description of how the project aligns with/ supports **existing** Governmental and UN **strategic frameworks,** how it ensures **national ownership** and how the project builds on any previous phase of PBF support and/or any **concrete lessons learned**.

Alignment to national priorities

The R-ARCSS will guide the implementation of the project as it provides for a national framework for the attainment of a permanent ceasefire, security sector reform, transitional justice and accountability. The peace agreement specifically prioritizes efforts on security sector reform by dedicating chapter 2 - Permanent Ceasefire and Transitional Security Arrangements to creating key institutions to spearhead the security sector reform agenda and Chapter 5 – Transitional Justice, Accountability, Reconciliation and Healing – to the attainment of justice for crimes committed including sexual and gender-based violence crimes during the conflict. The R-ARCSS also provides important entry points for the inclusion of women's experiences to form part of the reforms anticipated in the path to peace. key provisions of the R-ARCSS is the 35% Affirmative Action provision that has been guaranteed for women's representation at all levels of governance including the security institutions. The R-ARCSS, if implemented effectively with gender at its center, has the potential to reshape and transform gender relations to promote equity and equality, promote women's rights and freedom from violence, including from sexual violence, and reduce impunity. Most importantly, by ensuring women take their

roles in the implementation of the R-ARCSS, there is the potential to transform the security sector, making it more people-focused and a mechanism for protecting and promoting the rights of citizens, while opening opportunities for women and girls to have a voice in post conflict South Sudan.

The project also aligns to the second national development plan, the South Sudan National Development Strategy (2018 – 2021) which prioritizes the consolidation of peace and stabilization of the economy through focus on security sector reforms, agriculture and livestock, petroleum reform and social services. Under the governance cluster, the plan aims to deal with the proliferation of illegal arms and delay in the implementation of security sector reforms and DDR framework ensuring a secure, democratic, effective, efficient and accountable society which adheres to the rule of law, all of which are key to this project.

The Sudan People's Defense Forces – the national army launched its Action Plan on addressing Conflict Related Sexual Violence (CRSV) in March 2019 and the South Sudan Police Services recently launched their National Action Plan too. The SSPD's CRSV NAP outlines concrete and time-bound measures to prevent and respond to CRSV in South Sudan. The Action Plan is comprised of five pillars focusing on a) Prevention; b) Accountability; c) Protection of victims, witnesses and judicial actors; d) Communication; and e) Monitoring and Evaluation. Concrete and time-bound measures include nation-wide training of soldiers, enhanced coordination between military and civilian justice systems and comprehensive vetting processes meant to exclude perpetrators of sexual violence crimes from recruitment/integration into the SSPDF. The re-unification of the different forces during the Transitional period means that all the different forces signatory to the R-ARCSS will be under the SSPDF and will be bound by this action plan. Moreover, the project also aligns with the South Sudan National Action Plan on UNSCR 1325 by addressing the 3 pillars of protection, participation and prevention pillars; the   which will be attained through this project.

Alignment to UN Frameworks and previous projects
The project contributes to progress on the implementation of Agenda 2030 on Sustainable Development, particularly on goals 5 (gender equality and women's empowerment) and 16 (peace, justice and strong institutions). It strives for the attainment of key targets including ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life, eliminating all forms of violence against all women and girls in the public and private spheres and promoting the rule of law at the national and international levels and ensuring equal access to justice for all. In South Sudan, the UN Cooperation Framework (2019 – 2021) is the umbrella framework for all peacebuilding activities, especially thematic areas I, building peace and strengthening governance; IV - Empowering women and youth - prioritizes the prevention, protection and participation of women and girls in all sectors including the security sector. The UN Country team recognizes the need for the empowerment of these populations to sustain peace in South Sudan. The project is developed under the UN Wide Peacebuilding Plan (2018-2021) and follows its implementation strategy by supporting communities to identify and address the drivers and causes of conflicts including women, peace and security issues. This will be done through a) identifying local actors, displaced communities and supporting local structures to strengthen and work with local partners, developing their capacity, acknowledging and enhancing their role as active actors in peacebuilding and b) linking local peacebuilding support to national political priorities: Through the leadership of senior UN management, a

deliberate efforts has been made to ensure positive alignment between local peacebuilding efforts and the ongoing national peace process.

The project also aims at advancing an integrated and inclusive approach, linked to the current UN PBF project in South Sudan on strengthening dialogue for peace and reconciliation supporting the proposed inclusive approach through outcome 1) strengthening peace and reconciliation platforms and 2) reducing violence at the community and local level. Furthermore, the project promotes gender equality, both by addressing the gender-differentiated impact of violence, weak security sector governance across the states and its consequences on women's security and access to justice, by strengthening women's agency in security sector institutions and making security sector institutions more conducive for them.

c) A **summary of existing interventions** in the proposal's sector by filling out the table below.

Project name (duration)	Donor and budget	Project focus	Difference from/ complementarity to current proposal
UNDP - Peace and Community Cohesion Project portfolio April 2017-March 2020	Sweden, KOICA, Japan, PBF, UNDP Total budget 2017-2020: USD 19,880	Strengthening conflict sensitive and gender inclusive infrastructure for peace (I4P) at national and local level: including working with mandated institutions, local and traditional authorities, women and other minority groups to address conflict drivers at community level and enhance social cohesion.	The project is already working at community level to strengthen local, traditional inclusive, and gender sensitive community mechanism for conflict mitigation and management. The infrastructure laid down by the project will be useful in the community dialogues on issues of security sector reform; At the national level, the project is working with the NPTC (SDSR Board), the DDR programme and the Transitional National Legislative Assembly, institutions which are critical and relevant to the implementation of the proposed project. The projects also work with the coalitions and groups of women, currently it is engaged in a coaching and mentorship programme for potential women leaders are available to take up the space of women as provided by RARCSS.

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

a) A brief **description of the project content** – in a nutshell, what are the main results the project is trying to achieve, the implementation strategy, and how it addresses the conflict causes or factors outlined in Section I (must be gender- and age- sensitive).

The overall aim of the Gender-mainstreaming in Security Sector Reform is to support the reform process by facilitating women and marginialised group's participation in the design of the security sector's laws, policies and practices; facilitating a change in the security sector to focus on protection as opposed to aggression by transforming key security sector institutions to be more people-centered and inclusive and successfully incorporating the needs of the populations it serves. This approach will support inclusive peacebuilding and social cohesion in local communities and nationally.

The primary beneficiaries of the project will be:
1. Communities: In particular women and girls from different ethnic communities in South Sudan, who will have the opportunity to clearly articulate their concerns and needs to security sector institutions. This will be necessary to including the voices of those traditionally marginalized into security sector conversations. Men in communities will be included in the process of inclusive security-sector reforms. Community leaders at the local levels will also be sensitized on the need for gender responsive SSR.

2.Security sector personnel - will be beneficiaries of trainings and capacity building on gender-sensitivity and responsiveness. Female uniformed personnel will have targeted trainings and workshops to articulate needs and priorities for creating conducive work environments and to build capacity to advocate for their rights. The purpose of this would be to retain the already existing female personnel in these institutions, make the institutions more attractive to women and in so doing increase the number of female personnel from different communities in security sector institutions in the medium term.

The specific outcomes of the project are:
1. Security sector interventions are informed by the security needs and priorities of women and girls
2. The security sector is gender responsive, inclusive and promotes the empowerment and protection of women's and girls' rights.
3. Creation of coordination mechanisms in key security sector institutions to address the security needs of women's and girls' and promote their continued engagement in the SSR process

The project is designed to achieve the following outcomes and the below mentioned outputs.

<u>Outcome 1:</u> Security sector interventions are informed by the security needs and priorities of women and girls

Output 1.1. *A series of knowledge products that inform gender-mainstreaming in security sector reform*

At the core of this output will be the collection of data on security sector institutions in South Sudan. This will commence with the conducting of comprehensive base line assessments of the security sector laws and policies in South Sudan to understand how responsive they are in meeting the differential needs of women and girls. An attitudinal study would also be pursued to assess the attitudes of security sector personnel towards women, SGBV, domestic violence, and forced marriages informing interventions. For the women in security sector institutions, female-only focus group discussions will be pursued to understand their specific needs

informing future interventions to make the security sector more conducive and attractive to women. While the project seeks to see an increase in the numbers of women in security sector institutions, a gender-mapping of women in security sector institutions will be undertaken to know the numbers of women and their ranks necessary for future advocacy on increasing the numbers of women in security sector institutions For the Transitional period, dialogues to understand anticipated gender concerns, challenges and opportunities in the areas where cantonment sites and barracks are to be established will be necessary.

Output 1.2. *A National Action Plan on Gender and Security Sector Reform anchored in the protection, prevention and participation pillars of UNSCR 1325*

Following the baseline assessments conducted in output 1.2 and the community dialogue consultations expected to have taken place under other outcomes, there will be a collection of data that will prove very useful to the furtherance of Gender-mainstreaming in the security sector. The recorded and analyzed data will be collected to develop a national action plan on gender and security sector reform. This data will thereafter lay the basis and foundation of the Inter-Ministerial committee on Gender and Security Sector Reform to be established in Outcome 3

Outcome 2: **Communities are empowered to voice and assert their rights to protection and institutions are equipped to respond to community security needs in an inclusive and gender-responsive manner**

Output 2.1. *Communities' awareness on gender responsive and inclusive security needs is increased*

Prior to any interventions, community sensitization meetings to understand the needs and expectations for security arrangements to be undertaken in the Transitional period as well as a detailed understanding of the gendered nature of security challenges, will be essential. Sensitization meetings will then be followed by consultations to be undertaken by the security sector and local leaders with support from civil society organizations at community levels with targeted groups of women and girls to understand their needs and concerns as well as collate their views on 'security and insecurity' and their priorities. Following this, subsequent rounds of strategic and technical levels discussions with chiefs and local leaders, security sector actors as well as women groups on the role of women in the security sector will be carried out. The aim will be to assess the cultural, religious, institutional and political barriers to women's meaningful participation in the security sector at community levels. Young men and men in the communities will also be engaged around the concept of security, SGBV, domestic violence to educate and sensitize them as a means of shifting their attitudes and behavior towards women. Some of the indicative activities under this output will be community dialogues across the former 10 states.

Output 2.2. *Capacity of the security sector institutions is strengthened to improve transparency, accountability, and gender-responsiveness of the security sector in line with international frameworks*

Under this output, the needs assessment conducted in outcome 1, at the start of the project will be crucial in determining what kind of training, capacity building or engagement would be most effective to enable the security sector institutions to provide gender-responsive security

services. This will also enable the UN entities to set baselines for the project. Moreover, understanding that security sector reform is key in the Transitional periods, technical expertise to the Strategic Defense and Security Review Board and the Disarmament, Demobilization and Reintegration Commission, through the placement of gender experts to support their work will be crucial. With the reunification of the different forces, it will be important to ensure that the developed curriculum for the security sector will be gender responsive and transformative paying close attention to issues of Conflict Related Sexual Violence (CRSV) and understanding how to handle cases of violence against women. Other activities that will be undertaken will include gender-sensitivity trainings for the various sectors of the uniformed forces including the Transitional Security Institutions like the SDSR Board, the Police Service and the National Army

Output 2.3 *Interaction and responsiveness between local security sector personnel/institutions and women is increased to build trust and confidence among them.*

Due to years of war and conflict, there has been an erosion of trust between communities and security sector institutions. Consequently, it will be important for this project to address that by seeking ways to build confidence between uniformed personnel and justice personnel and the communities they serve. Through the establishment of community policing initiatives such as police community relations committees, the project would hope to create a space where the police and the communities interact freely, are comfortable to report abuses and violations and can trust that the law enforcers will follow through. Police officers in the already established special protection units (SPUs) at police stations will also undergo continuous gender-sensitivity trainings including on identifying violence against women and on interviewing women and girls' survivors of SGBV to ensure that they have the needed capacity to adequately respond to their communities' needs. Under this output it will also be crucial to pursue joint community development and reconciliation initiatives between the security sector and civilians such as cleaning-up the towns, tree planting and conflict management to continue building the trust and confidence in each other.

Outcome 3: Coordination mechanisms among key security sector institutions is improved to address the security needs of individuals and communities in a gender responsive and inclusive manner

Output 3.1. *Women's Security Networks linking female personnel within the SSPDF, Prisons and Police Service are created to advocate internally for gender-responsive institutions*

Previous engagement with women in security sector institutions has highlighted their need for networks to link them with each other within their own institutions, and with other security sector institutions. This output will seek to realize this by providing technical support to the women in the Police, the SSPDF and the Prisons on how to develop such networks. Initial financial support to kickstart the establishment of such networks will be provided. This will then be followed by workshops to increase the networks' understanding of applicable Human Rights laws in South Sudan, understanding the National action plans against CRSV developed by the SSPDF and other crucial instruments to guide their work. Cognizant of the few women in the security sector and the few women in higher ranks in the security sector institutions, trainings on how to advocate for organizational change and equality as it relates to employment (recruitment, child care services, promotion and retirement benefits) will be provided for the network. This networking will be important to have female personnel linked to each other

making possible to collectively make demands and push for a conducive work environment. The output will also prioritize advocacy campaigns to make the security sector seem like a more attractive and viable career path for women. This will be crucial in attracting more female personnel from across different communities into security sector institutions making them more inclusive and gender-equal.

Output 3.2. *An Inter-Ministerial Gender and Security Sector Reform Committee is established that will prioritize gender-mainstreaming across the Security Sector*

Ensuring the security sector is more gender-responsive and gender transformative is a robust undertaking that requires sustained attention and the mobilization of political will across the different security sector institutions and justice institutions. This output seeks to create a platform to provide an avenue for this continued and targeted attention to a gender-responsive security sector through the establishment of a Gender and Security Sector Reform Committee. This committee will be comprised of key representatives from the national level ministries involved in project, the various security sector institutions, civil society organizations particularly women's organizations and other key institutions. Under this output, the provision of technical and financial assistance to kickstart the functioning of this committee will be made possible and initial secretarial support made available. It will also seek to identify and support gender champions among some of the security sector officials of the Gender Committee and other higher levels of government to publicly state their commitment to and the importance of gender-responsive security sector. The committee will also serve as champions for the recruitment of more women into security sector institutions to build a better South Sudan. It will also develop a joint gender responsive monitoring, evaluation, accountability and reporting framework bringing all stakeholders together to ensure gender responsive security sector reform and establishing a standing platform for dialogue with security sector decision makers.

b) Provide a **project-level 'theory of change'** – i.e. explain the type of change envisaged by the project and how do you expect the project interventions to lead to results and why have these interventions been selected. What are the assumptions that the theory is based on?
(Note: Change may happen through various and diverse approaches, i.e. social cohesion may be fostered through dialogue or employment opportunities or joint management of infrastructure. The selection of which approach should depend on context-specific factors. What basic assumptions about how change will occur have driven your choice of programming approach?)

The project will target communities (particularly women in communities), female security sector personnel and transitional security sector institutions as avenues of promoting a gender-responsive security sector which is key for the promotion of an inclusive and peaceful society. Women consist over 50% of the South Sudan population and their participation in peacebuilding is essential to any lasting and sustainable peace. The very limited and in some cases total absence of the participation of women in the security sector undermines any progress to making the security sector more people-centered and exacerbates the exclusion of key voices in the security sector. Furthermore, the few female-personnel in security sector institutions have a low retention rate due to the limited attention given to support their engagement in the security sector institutions. Moreover, the security institutions which are male-dominated tend to be gender blind. The project aims to enhance women's agency and space for meaningful participation in the security sector institutions and to engage men in communities, and institutions on the need for engagement of women in the security sector.

Women's enhanced ability will help their participation as central actors that shape local and national policy for sustaining peace.

The overall project logic can be summarized in the following <u>Theory of change</u>: **IF** women are empowered to participate in and contribute to the reform of the security sector as citizens and stakeholders; and **IF** security sector institutions are provided with the needed technical gender-expertise to develop and implement gender responsive laws, policies and practices, **THEN** the security sector will be more inclusive and responsive, promote human rights and protection of women and girls **BECAUSE** inclusive interaction between institutions and communities creates mutual accountability and commitments to implement reform processes.

Assumptions:
   i)   That the reforms will be wide ranging in a post conflict setting and provide opportunities for inclusion of women given that changes to the security sector is a fundamental demand of the parties to the conflict apart from government;
   ii)   That all the parties to the conflict will agree to the reforms and implement the spirit of the agreement;
   iii)   That the country will not disintegrate again into civil war;
   iv)   and that women even with the negative impact of the current security arrangements, be motivated enough to want to participate and reform the sector.

   c) **Project result framework**, outlining all project outcomes, outputs, activities with indicators of progress, baselines and targets (must be gender- and age- sensitive). Use **Annex B**; no need to provide additional narrative here.

   d) **Project targeting and sequencing strategy** – provide justification for geographic zones, criteria for beneficiary selection, expected number and type of beneficiaries and justification, timing among various activities, any measures to ensure coherence and connection between outcomes, and any other information on implementation approach (must be gender- and age-sensitive). No need to repeat all outputs and activities from the Result Framework.

Key for the success of this project, will be a phased implementation approach which will prioritize key outcomes at different times and in line with key political developments and national Security Sector Reforms. In particular, the project will aim to align and support the work of the Strategic Defense and Security Review Board (SDSR Board).

Phase 1:
The first phase of the project implementation will involve the generation of data on the general and gender-status of security sector institutions and personnel and concurrently community engagement to sensitive them on security sector reforms. The generation of data through the conduct of baselines and assessments will be key to understand the status of the institutions, the gaps that need to be filled by identifying key target areas. Community engagement at this point would also be necessary to create a sense of local ownership of the project. The inclusion of communities through churches, community leaders, broader civil society groups from inception of the project through design and implementation will be important in ensuring community buy-in. Failure to do so is bound to result in limited public confidence and trust in the security sector institutions and increased vulnerability to a return to conflict.

Following the data collection and community engagement, a focus on strengthening the institutions building their gender capacities will also be necessary to ensure that the institutions are well-equipped to engage with the communities and the female personnel within their institutions through a gender-sensitive lens. The Placement of gender advisers will be key to ensure continuity of the work being undertaken in the institutions while the capacity building trainings on gender and security sector reforms for institutions' members. Consequently, engagement between the institutions and the communities will be promoted through enhanced interactions to build trust and confidence with each other.

The Phase one of this project aligns with the first stage of the Strategic Defense and Security Review Board work plan. In the first stage of their plan, the Board has scheduled focus group discussions with key entities including academia, think tanks, parliamentarians, national ministers and the organized forces grouping them into junior and senior members. The first stage of their work plan also prioritizes data collection on registration and screening of forces through engagement with entities like the Joint Military Ceasefire Commission (JMCC) which is tasked with coordination of the forces in the cantonment and the barracks. The project's phase one perfectly feeds into the first stage of the SDSR Board by generating key knowledge on the differential needs of men and women in the communities and in the institutions themselves while gender expertise provided to the security sector institutions will be critical in ensuring gender sensitivity is in all the work of the SDSR Board.
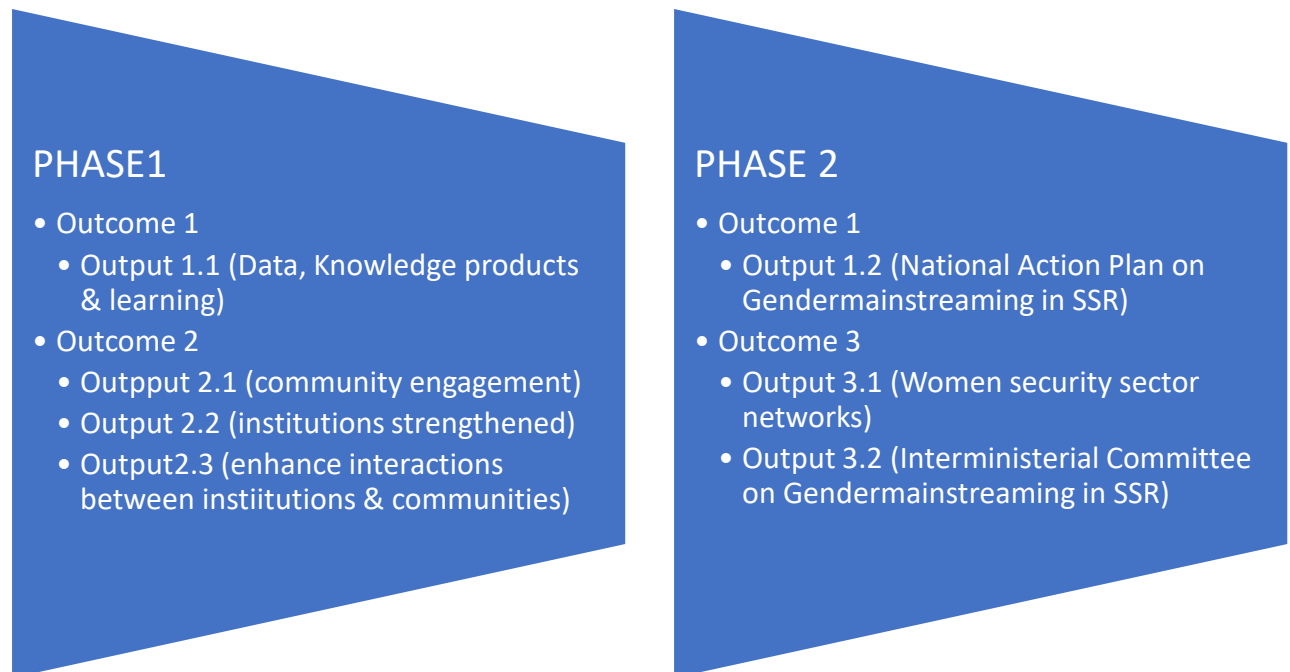
Phase Two:

This second phase of the project prioritizes coordination between female personnel within the respective institutions and the governmental bodies associated with security sector reforms at the national level. The work done in Phase one particularly around data collection and the feedback from the community engagements will inform the National Action Plan on Gender mainstreaming in Security Sector Reform. This will be the document that lays the foundation for the work of the Inter-Ministerial Gender and Security Sector Reform Committee. In a bid to strengthen the voice of the female security sector personnel to advocate for their rights, networks within the 3 security sector institutions will be fundamental for their collective growth and collective advocacy on their rights.

The consolidation of the National Action Plan on Gender and Security sector reform will feed into the stage 2 of the SDSR Board's workplan which also prioritizes the development of the Strategic Security Assessment and strategic inputs into The Security Policy Framework which are two key tasks to be undertaken by the board in the second stage of the board's life-cycle. The National Action Plan will give a framework to ensure the board is integrating gender as they input into key documents like the Revised Defense Policy.

Summary:

Timing&Sequencing: Outcome 1: Output 1.1 which involves assessments and baselines to build data to support the project will first be undertaken concurrently with Outcome 2 which prioritizes community engagement to sensitize them on security sector reforms. These two outcomes will build into each other and inform the work of outcome 3 and outcome 1, output 1.2 which prioritize the formation of networks, the development of a National Action Plan on Gender and security sector reform as well as the establishment of an Inter- ministerial

committee. All of the three outcomes feed into and inform each other's work. Their attainment are inherently linked to promote peacebuilding in South Sudanese societies.

PHASE1
- Outcome 1
  - Output 1.1 (Data, Knowledge products & learning)
- Outcome 2
  - Outpput 2.1 (community engagement)
  - Output 2.2 (institutions strengthened)
  - Output2.3 (enhance interactions between instiitutions & communities)

PHASE 2
- Outcome 1
  - Output 1.2 (National Action Plan on Gendermainstreaming in SSR)
- Outcome 3
  - Output 3.1 (Women security sector networks)
  - Output 3.2 (Interministerial Committee on Gendermainstreaming in SSR)

Female security sector personnel in the Police, the SSPDF and the Prisons will be targeted throughout the project implementation with attention paid to gender, age, and ethnicity ensuring that the female personnel are also representative and inclusive of the broader South Sudanese society.

Communities (especially women) that are prone to conflict, particularly those considered 'hotspots' will be prioritized with a focus on at least 2 hotspots each in each of the former 10 states to host and conduct community dialogues. This will also involve the local security sector leaders and community leaders in each location. Local ownership is broadly considered to be the key factor in successful SSR as it ensures that SSR is addressing local needs and if they are met can contribute to building trust and confidence in state apparatus.

Transitional Security Sector Institutions/ new security supervision mechanism created by the peace agreement will provide the institutional anchor and drivers of change for the project. Based on their differentiated mandates, these institutions be targeted through gender-sensitivity trainings and the placement of technical gender expertise to ensure gender is mainstreamed in all of their work. E.g The Strategic Defense and Security Review Board, which is mandated with leading the reform/overhauling of the security architecture, will be engaged on the assessment and policy related work of the project. The Joint Transitional Security Committee, which in charge of development and training and setting criteria for the unified army, will be engaged with regards to designing the training needs of women in the unified forces and the enforcement of quota-if established. There will be consistent engagement with the various line ministries in charge of security, ministry of Gender and also the Joint Defence Board to maintain political buy in and national ownership.

Influential community leaders from civil society, church, government and other relevant institutions will be identified in each of the locations where the project implementation will take place. This will be crucial in ensuring longevity of the project beyond its duration.

Firstly, they will be engaged at the different phases but particularly in the development stages of the National Action Plan, and in the popularizing of the need for gender mainstreaming in SSR. During the development of the National Action Plan, the consultation at the different levels. Following its adoption, inviting and tasking influential leaders to introduce the agreed reforms to communities will be essential in ensuring the various stakeholder groups and audiences are receptive to the messages being communicated.

III.   **Project management and coordination (4 pages max)**

a) **Recipient organizations and implementing partners** – list direct recipient organizations and their implementing partners (international and local), specifying the Convening Organization, which will coordinate the project, and providing a brief justification for the choices, based on mandate, experience, local know-how and existing capacity. Also fill out the table below for each recipient organization:

Comparative Advantage of Collective Action on Gender mainstreaming in SSR

The participating agencies have experience in joint programming in various aspects and locations. For instance, UN Women and UNDP are current recipients of the PBF GBV project on "Protecting women and girls in South Sudan" which is being implemented in Bor and Aweil and have collaborated in developing and implementing gender specific trainings for traditional leaders and in the institutional capacity building of the National Transformational Leadership Institute at the University of Juba. UN Women and UNDP are among the agencies implementing PBF funded project on "Strengthening dialogue for peace and reconciliation in South Sudan." Collectively, the agencies build on existing models, experience and lessons learned that enable upscaling and provide a solid approach for achieving concrete peacebuilding results.

Recipient UN Organizations and Implementing Partners

UN Women is the lead agency working on gender mainstreaming and women and girls' issues in South Sudan. Having the mandate to support the realization of UNSCRs on WPS and the overall agenda, UN Women supported women in the peace process. Following the signing of the R-ARCSS, the country office is shifting its focus on supporting women in the implementation of the gender provisions and reforms in the RARCSS. UN Women also continues to provide technical support to the Ministry of Gender, Child and Social Welfare, to be able to undertake its oversight functions with government ministries and States in the implementation of the National Action Plan 1325. UN Women has supported community peace dialogues under its humanitarian assistance programme and facilitated members of the South Sudan Peace Network to undertake community dialogues in all 10 former states – to amplify voices of community women in the implementation of the Peace Agreement and to mobilize women's voices to represent their issues within the National Dialogue Initiative. UN Women also serves as Secretariat of the Women, Peace and Security working Group which brings together all the donor countries, Transitional institutions and UN agencies working on Women, Peace and Security. The working group serves as a platform to improve the coordination and coherence of funding and assistance programs on women, peace and security; acts as a policy forum on WPS and as an advocacy group for the implementation of the WPS agenda. Furthermore, UN Women in partnership with the governments of Sweden and Canada is providing senior gender technical experts to JMEC and Office of the IGAD Special Envoy on South Sudan, the lead mediator of the South Sudan Peace Talks.   UN Women has also

started supporting community conversations on gender issues and peace, using the 'Under the Tree' approach in select communities across the country.

UNDP South Sudan Office has successfully established peace committees across South Sudan - avenues that convene community, religious groups, gender mechanism, civil society and government leaders to discuss issues of conflict resolution and security in the communities – potential avenues to kickstart the grassroots consultations, particularly by engaging the women currently in the committees on the security sector reform agenda. UNDP also provides technical and capacity building support to rule of law and justice institutions and promotes access to justice including putting in place and implementing measures in the justice sector to prevent and respond to sexual and gender-based violence. As part of the prevention and response mechanism, UNDP's access to justice and rule of law project has developed a handbook on gender equality and sexual and gender-based violence that is used for sensitization and awareness raising on SGBV as well as a GBV manual on investigation and prosecution of gender-based violence cases in South Sudan. The project activities focus on building the capacity of justice actors including officers of the South Sudan National Police Service/Special Protection Unit (SSNPS/SPU), public prosecutors and social workers to improve their performance in the handling, investigating and prosecuting of SGBV cases.

UNMISS will be a strategic partner, overseeing the overall UN support to the reforms and capacitating the Security Sector in South Sudan. Apart from the political and strategic support, UN agencies also rely on UNMISS's support in security, access, protection and logistics. UNMISS Rule of Law unit, UNPOL's officers and the Gender Unit will be key partners in provision of technical expertise, and access for the implementation of this project.

Implementing Partners: In addition to working with Government authorities (ministry of Gender, Ministry of Justice, Ministry of Defense and Ministry of Interior), the transitional security sector institutions including the Strategic Defense and Security Review Board, the Joint Transitional Security Committee, the Joint Defense Boards, the Project will be implemented by local and international NGOs and academic institutions will also play a significant role in offering analytical views on gaps and any progress made.

Agency	Total budget in previous calendar year	Key sources of budget (which donors etc)	Location of in-country offices	No. of existing staff, of which in project zones	Highlight any existing expert staff of relevance to project

   b) **Project management and coordination** – present the project implementation team, including positions and roles and explanation of which positions are to be funded by the project (to which percentage). Explain project coordination and oversight

arrangements and ensure link with PBF Secretariat if it exists. Fill out project implementation readiness checklist in **Annex C** and attach key staff TORs.

1. The Project will set up a technical working group (TWG) consisting of UN Women (lead), UNDP, and the RCO. The project will be implemented under the general guidance and leadership of the Deputy Special Representative of the Secretary General, Resident Coordinator, Humanitarian Coordinator (DSRSG/RC/HC) for South Sudan. The Representatives of each UN organization will oversee implementation of the project and are responsible for overall accountability of fund allocation and achievement of results review of implementation progress including budget revisions. The day to day management, technical and coordination function will be responsibility of the technical working group consisting of agency and the RCO focal points identified by agency Representatives and the DSRSG/RC/HC. The technical working group has been established to develop the project document and will meet monthly for planning and progress meetings.

2. UN Women will support the project with a Women, Peace and Security Specialist; a Monitoring, Evaluation and Reporting Officer and a Communications Officer. Additional technical expertise and support provided by UN Women East and Southern Africa Regional Office, and the UN Women WPS and Political Participation Divisions in HQ.

3. An Inception/Annual Workshop at the start of the Project will be held for all partners on the Project implementation modalities, outputs and results to ensure mutual understanding of the objectives of the Project; and an annual review workshop, to collectively review progress and challenges.

4. A joint progress reporting (financial and narrative) will be provided to the RCO for transmission to PBF by UN Women while implementing partners will provide progress reporting to UN Women for consolidation.

5. The TWG will develop tools, knowledge products and good practices from the Project which will be used to strengthen lessons in South Sudan on engaging women in peace and security/political participation and for other countries/women with a similar context.

6. A communications strategy will be developed, to raise visibility for the results of the Project, as an advocacy tool for changing perceptions about women's roles in the security sector and to influence decision/policy makers, including RTGoNU and IGAD on women's critical roles in peacebuilding in South Sudan.

c) **Risk management** – assess the level of risk for project success (low, medium and high) and provide a list of major project specific risks and how they will be managed, including the approach to updating risks and making project adjustments. Include any Do No Harm issues and project mitigation.

Risk Analysis

SN	Risk	Level	Proposed Risk Mitigation
Political Context			

1.	Failure of the Peace Agreement	**Medium**	The Project if funded and implemented will mitigate this risk by supporting women's voices in any security arrangements, providing a framework for an inclusive process whenever the peace agreement is restarted or even within any reforms proposed by any government. As South Sudan is still a transitional government, the outputs of the project will also support engendering any constitutional amendments.
2.	Failure of the peace agreement on the security Sector institutions	**Medium**	In the event that the peace agreement collapses, past experiences have shown that existing security institutions are likely to continue. Continuing operations of existing institutions is unlikely to increase representation and inclusion but they remain security institutions with leadership structures that can could participate in capacity building, and awareness raising on gender issues. The concerns of [existing] security actors, are likely to be similar to security actors in a reformed security sector. and therefore, continued engagement with those accessible would remain highly relevant and applicable to inform interventions that strengthen the gender dimensions of any future peace process. Furthermore, of the three security sector institutions the project seeks to engage, the Prisons and the Police have over the years not been as adversely affected by a potential failure of an agreement in comparison to the SSPDF. Though not as desirably inclusive, the opportunity to engage with security institutions like the Police and the Prisons will remain possible to a great extent. Additionally, in the event of peace agreement failure, security sector actors could abandon their duties and

			could end up in Protection of Civilian sites, camps and IDP camps. The project intends to actively include such sites during project implementation and could expand its consultation to include (potentially) former security sector personnel to include their views, needs and concerns. The phased implementation of the project ensures flexibility to incorporate lessons learnt while implementing the project.
Programming Context			
	Inability of women's participation in Project implementation due to hostilities and more displacements of women and children due to continued fighting in some areas	**High**	Partnership with UNMISS and humanitarian organizations operating in non-government held areas, Internally Displaced People's camps, Protection of Civilian sites to reach displaced women.
	Inability to reach women, including young women with special needs (those living with disabilities, child brides, survivors of SGBV, young mothers).	**High**	Strategy developed by all Implementing Partners of the Project on how to identify, target and support 'harder to reach' women in fulfilment of 'Leave no one behind'.
	Occupational risk to UN Women and donors because of sexual exploitation and abuse by staff of UN Women and Implementing Partners.	**Medium**	All implementing partners must develop code of conduct and workplans on SEA which is part of contractual agreements with staff and with UN Women. All project staff members complete mandatory courses on PSEA and disciplinary issues reported and addressed according to UN Code of Conduct.
	Weak capacities of implementing partners, women's organizations on reporting, financial management and reporting and procurement.	**High**	Ongoing quarterly training of partners on financial and narrative reporting and monthly spot checks by UN Women Finance Officers review systems and processes.
	Inability of implementing partners' staff members to adequately conceptualize and integrate challenging of status quo, negative gender norms and rights-based programming in their interventions.	**Medium**	Training for programme staff of Implementing partners, and transformative elements of gender norms must be clearly indicated, with tracking indicators in project proposals submitted to UN Women.
Operational Context			
	High operational cost, including monitoring and evaluation.	**High**	Prioritization of women's organizations and partner

	Intensive follow up required for Implementing partners.		organizations in communities where they are based to reduce operational costs.
	High staff turnover of women's organizations' staff members, affecting the enabling of strong organizations that can hold government accountable for gender equality, women, peace and security.	**High**	Provision of core support to women's organizations responsible for implementing the Project to recruit and retain staff, and develop strong organizational processes, policies and systems.

d) **Monitoring and evaluation** – What will be the M&E approach for the project, including M&E expertise in the project team and main means and timing of collecting data? Include a break-down of M&E budget that the project is putting aside, including for collection of baseline and end line data for indicators and for an independent evaluation, and an approximate M&E timeline. Ensure at least 5-7% of the project budget is set aside for M&E activities, including sufficient funds for a quality independent evaluation.

The Project will be monitored primarily through the indicators and results. Partners to the Project including SDSR Board, JDB, JTSC, participating women's organizations, Women Parliamentary Caucus, Ministry of Gender, Child and Social Welfare, Ministry of Defence, Ministry of Interior, UNDP, UNMISS and UN Women will be updated regularly. The TWG established will meet regularly and at least quarterly to review the implementation of the Project and assess results. There will be an inception workshop with all partners before the roll out of the project to review the indicators of success and jointly develop tools and systems for monitoring and tracking results. A monitoring and evaluation/reporting expert will be recruited to support all partners and UN Women in documenting and tracking results, including highlighting any changes, positive or negative to inform management decisions for the implementation of the project. A quarterly review of the project will be undertaken. An annual review meeting will be held during the duration of the Project with all partners, and a midterm evaluation will be undertaken as well as end of Project evaluation. Lessons and strategies of the Project will be documented, and used as knowledge products on women, peace and security in South Sudan.

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

The project has a participatory approach right from its inception characterized by the community-focused mechanisms and strategies at the grassroots level and the direct engagement with the governmental and transitional security institutions at the national level. Through building the capacities of women's organizations at the local levels and engaging traditional community gate-keepers such as chiefs, the project promotes ownership of the project which is key for its sustainability. The conversations and dialogues to be undertaken at the community level will be pursued in a manner that seeks to promote a mindset shift in the understanding of security and insecurity and the need for women's engagement and involvement in the security sector. Engagement with the government and security institutions at the national level is indispensable as the government will own the project and will have members of their institutions trained and capacitated to be more gender responsive in their work. The PBF specific resources will also be catalytic in mobilizing resources to further this security sector reform agenda as more donors are bound to pick interest in the project. To enhance the sustainability of the Project's results further, the following related actions will be undertaken during the implementation:

- **Lesson-learning activities** will be undertaken in real-time to assess effectiveness. The aim will be to learn together with key stakeholders: what worked (good practices) and what did not work; which were the most effective and efficient modalities; what are the critical gaps, opportunities, and constraints for similar activities in the future; what should be done to make use of the opportunities and address the constraints. Constraints and opportunities will be then analyzed with respect to the project components. The costs and benefits of the intervention will be analyzed and sharing of experiences as an integral part of the Project implementation.
- A **Participatory approach** will be taken, where project stakeholders/beneficiaries will be involved in all stages of the project cycle starting from project design, implementation, monitoring and evaluation. This will ensure that the beneficiaries and authorities both at local and national levels own the interventions as they would have played important roles at various strategies in project implementation.

IV. Project budget

If helpful, provide any additional information on projects costs, highlighting any specific choices that have underpinned the budget preparation, especially for personnel, travel or other indirect project support, to demonstrate value for money for the project. Proposed budget for all projects must include funds for independent evaluation. Proposed budget for projects involving non-UN direct recipients must include funds for independent audit.

State clearly in how many tranches the budget will be provided and what conditions will underpin the release of a second or any subsequent tranche. Standard approach is two tranches for UN recipients and three tranches for non-UN recipients with the second tranche being released upon demonstration by the project (by the Coordinating Agency on behalf of the project and through the Resident Coordinator's Office or PBF Secretariat) that the first tranche has been expensed or committed to at least 75% between the recipients and upon completion of any regular PBF reports due in the period elapsed. Additional tranches or conditions may be added depending on the project context, implementation capacity, and level of risk.

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

<u>**Annex A.1**</u>: **Project Administrative arrangements for UN Recipient Organizations**

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

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

AA Functions

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

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

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

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

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

Accountability, transparency and reporting of the Recipient United Nations Organizations

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

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

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

Type of report	Due when	Submitted by

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

Financial reporting and timeline

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

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

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

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

Ownership of Equipment, Supplies and Other Property

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

Public Disclosure

The PBSO and Administrative Agent will ensure that operations of the PBF are publicly disclosed on the PBF website (http://unpbf.org) and the Administrative Agent's website (http://mptf.undp.org).

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

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

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

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

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

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

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

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

Reporting:

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

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

Financial reports and timeline

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

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

Ownership of Equipment, Supplies and Other Property

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

Public Disclosure

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

Final Project Audit for non-UN recipient organization projects

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

Special Provisions regarding Financing of Terrorism

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

Non-UN recipient organization (NUNO) eligibility:

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

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

➢ Has previously received funding from the UN, the PBF, or any of the contributors to the PBF, in the country of project implementation
➢ Has a current valid registration as a non-profit, tax exempt organization with a social based mission in both the country where headquarter is located and in country of project implementation for the duration of the proposed grant. (**NOTE**: If registration is done on an annual basis in the country, the organization must have the current registration and obtain renewals for the duration of the project, in order to receive subsequent funding tranches)
➢ Produces an annual report that includes the proposed country for the grant
➢ Commissions audited financial statements, available for the last two years, including the auditor opinion letter. The financial statements should include the legal organization that will sign the agreement (and oversee the country of implementation, if applicable) as well as the activities of the country of implementation. (**NOTE**: If these are not available for the country of proposed project implementation, the CSO will also need to provide the latest two audit reports for a program or project based audit in country.) The letter from the auditor should also state whether the auditor firm is part of the nationally qualified audit firms.
➢ Demonstrates an annual budget in the country of proposed project implementation for the previous two calendar years, which is at least twice the annualized budget sought from PBF for the project[16]
➢ Demonstrates at least 3 years of experience in the country where grant is sought
➢ Provides a clear explanation of the CSO's legal structure, including the specific entity which will enter into the legal agreement with the MPTF-O for the PBF grant.

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

Annex B: Project Results Framework (MUST include sex- and age disaggregated data)

Outcomes	Outputs	Indicators	Means of Verification/ frequency of collection	indicator milestones
Outcome 1: **Security sector interventions are informed by the security needs and priorities of women and girls** (Any SDG Target that this Outcome contributes to) (Any Universal Periodic Review of Human Rights (UPR) recommendation that this Outcome helps to implement and if so, year of UPR)		Outcome Indicator 1 a Baseline Target:		
		Outcome Indicator 1 b Baseline: Target:		
		Outcome Indicator 1c Baseline: Target:		
	Output 1.1 ***A series of knowledge products that inform gender-mainstreaming in security sector reform*** **List of activities under this Output**: • Conduct security needs assessment in 10 states to identify security threats and issues facing individuals in communities, especially women and girls and other marginalized groups • Conduct a gender analysis and mapping of the security sector and its laws, policies, procedures and processes at national and state level to understand the extent to which they address the security needs identified in the assessments	Output Indicator 1.1.1 Number of assessment reports produced on the gender-responsiveness of the various security-sector institutions through the project's support Baseline: 0 Target: 5	Project documents, assessment documents	
		Output Indicator 1.1.2 Data on the number of women in various security sector institutions available through the project's support Baseline: No Target: Yes	Project documents, assessment documents, security sector institutions documents	
		Output Indicator 1.1.3 Number of female security sector personnel informing assessments Baseline: 0 Target: 200	Project documents, workshop reports consultations meetings reports	

	• Facilitate 20 dialogue, learning sessions and build capacity of security forces and civilian populations on gender responsive and inclusive security services at national and community levels • Facilitate 10 dialogue sessions between civilians and security forces to ensure peaceful interaction around cantonment sites including protection of women and girls and other marginalized groups. • Facilitate 5 exchange and international experience on successful gender responsive and inclusive security sector reform in post-conflict countries.			
	Output 1.2 ***A National Action Plan on Gender and Security Sector Reform anchored in the protection and participation pillars of UNSCR 1325***	Output Indicator 1.2.1 A National Action Plan on Gender and Security Sector Reform Baseline: No Target: Yes	National Action Plan	
	List of activities under this Output: • Support the development of a gender responsive NAP from the issues and recommendations identified from the knowledge products	Output Indicator 1.2.2 Number of senior level decision makers who commit to promote gender-responsive SSR Baseline: 0 Target: 50	Project documents, workshop reports consultations meetings reports	
	• Hold 4 inclusive consultative meetings with key representatives from CSOs, parliamentarians, justice and security sector institutions to validate the National Action Plan	Output Indicator 1.2.3 Baseline: Target:		

	• Conduct 4 meetings to support the dissemination of the National Action Plan on Gender and Security Sector Reform • Engage 40 national and 60 state level Gender Equality Champions i.e senior level decision makers to support implementation of the NAP and ensure inclusion of gender equality and social inclusion issues in the SSR • Monitor and Evaluate the implementation of the NAP making sure that it is gender responsive and inclusive			
	Output 1.3 List of activities under this Output:	Output Indicator 1.3.1 Baseline: Target:		
		Output Indicator 1.3.2 Baseline: Target:		
		Output Indicator 1.3.3 Baseline: Target:		
Outcome 2: **Communities are empowered to voice and assert their rights to protection and institutions are equipped to respond to community security needs in an inclusive and gender-responsive manner.**		Outcome Indicator 2 a Percentage increase of women's perception and confidence in the security sector institutions and personnel to protect them Baseline: TBD Target: TBD	Perception surveys in target and non-target locations	
		Outcome Indicator 2 b	Project reports and meeting minutes from community dialogues	

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(Any SDG Target that this Outcome contributes to) (Any Universal Periodic Review of Human Rights (UPR) recommendation that this Outcome helps to implement and if so, year of UPR)		Number of community leaders who sign up to advocate for women's rights in the security sector reforms through the project's support Baseline: TBD Target: 70		
		Outcome Indicator 2 c Number of gender-responsive laws and policies adopted by the transitional security sector institutions Baseline:0 Target: 2	Project reports, transitional security sector institutions documents, gender-responsive security sector related laws adopted by the TNLA.	
	Output 2.1 ***Community awareness on gender responsive and inclusive security needs is increased*** **List of activities under this Output**: • Conduct 12 community sensitization meetings on the security sector reforms, the expected institutional and legal reforms and how reforms can be made more gender responsive and inclusive to improve individual and community awareness. • Conduct 24 community dialogues/role play exercises to allow women review their own concepts of security and insecurity and to raise awareness on how to report and handle cases of insecurity • Train 20 women's groups/CSOs to effectively participate in reporting of security and human rights	Output Indicator 2.1.1 Number of recommendations taken from grassroots consultations incorporated into the security sector reforms through the project support Baseline: 0 Target: 5	Project reports and meeting minutes and gender-responsive security sector related reforms adopted by the TNLA.	
		Output Indicator 2.1.2Percentage of community members who report increased awareness of the need for gender-responsiveness in security sector reforms Baseline: 0 Target: 30%	Project reports, assessment documents, perception surveys	
		Output Indicator 2.1.3 Number of community women consulted/community consultations undertaken in generating the assessments. Baseline: TBD Target: TBD	Project reports and meeting minutes from community dialogues	

	violations, including all forms of violence experienced by women and girls in public and private spaces • Conduct 12 trainings/mentorship sessions to strengthen capacities of political, religious and community leaders in targeted communities to promote positive gender/social norms on ending all forms of violence against women and girls		
	Output 2.2 ***Capacity of the security sector institutions is strengthened to improve transparency, accountability, and gender responsiveness of the security sector in line with international frameworks*** List of activities under this Output: • Provision of technical gender expertise to the Strategic Defense and Security Review Board • Provision of technical gender expertise to the Disarmament, Demobilization and Reintegration Commission • Support the gendering of the training curriculum of the unified armed forces	Output Indicator 2.2.1 Number of uniformed forces trained on gender-sensitivity Baseline: 0 Target: 200	Partner progress reports
		Output Indicator 2.2.2 Security sector personnel and/or transitional security sector institution members perception of their increase in understanding of gender and gender mainstreaming through the project's support Baseline: TBD Target: 40%	Perception survey reports,
		Output Indicator 2.2.3 Baseline: Target:	

	during the transitional period • Conduct 20 Gender-sensitivity trainings for the various sectors of the uniformed forces including the Transitional security institutions like the SDSR Board			
	Output 2.3 ***Interaction and responsiveness between local security sector personnel/institutions and women is increased to build trust and confidence among them***	Output Indicator 2.3.1 Number of police-community relations committees established in conflict hotspots Baseline: TBD Target: 24	Partner progress reports.	
	List of activities under this Output: • Establish and operationalize 24 police-community relations committees in conflict hotspots ensuring equal and representative inclusion of young women and women in these committees • Conduct 20 mentorship sessions on gender for the special protection units to ensure gender sensitive investigations involving survivors of sexual and gender-based violence • Conduct 10 joint community mobilization and reconciliation initiatives between the security sector and civilians e.g cleaning up the towns, and conflict management with local authorities.	Output Indicator 2.3.2 Number of joint community mobilization and reconciliation initiatives between the security sector and civilians Baseline: TBD Target: 10	Progress reports	
		Output Indicator 2.3.3 Baseline: Target:		

Outcome 3: Coordination mechanism among key security sector institutions is improved to address the security needs of individual and communities in a gender responsive and inclusive manner (Any SDG Target that this Outcome contributes to) (Any Universal Periodic Review of Human Rights (UPR) recommendation that this Outcome helps to implement and if so, year of UPR)		Outcome Indicator 3 a Number of advocacy initiatives initiated by the women's security networks Baseline: 0 Target: 5	Project progress reports	
		Outcome Indicator 3 b Number of initiatives for gender mainstreaming taken by Inter-ministerial gender and security sector reform committee Baseline: 0 Target: 2	Inter-ministerial gender and security sector reform committee's report	
		Outcome Indicator 3 c Baseline: Target:		
	Output 3.1 ***Women's security networks linking female personnel within the SSPDF, Prisons and Police services are created to advocate internally for gender responsive institutions*** **List of activities under this Output:** • Conduct 5 capacity building training for women in security sector institutions on how to develop such networks • Provide Initial financial support to kickstart the establishment of such networks; • Conduct 3 workshops to increase female security	Output Indicator 3.1.1 Number of established women's security sector networks Baseline: TBD Target: 3	Project progress reports, security sector institutions' reports	
		Output Indicator 3.1.2 Percentage of female security sector personnel confident in their understanding of gender and the instruments available to protect civilians particularly women and girls' victims of violence Baseline; TBD Target: TBD	Perception surveys of women in security sector institutions	
		Output Indicator 3.1.3 Baseline: Target:		

	sector personnel understanding of applicable Human Rights laws in south sudan • Conduct 3 Advocacy campaigns to make the security sector attractive and viable career path for women		
	Output 3.2 ***An Inter-Ministerial Gender and Security Sector Reform Committee is established that will prioritize gender-mainstreaming across the Security Sector***	Output Indicator 3.2.1 Inter-ministerial gender and security sector reform committee established Baseline: No Target: Yes	Project progress reports
		Output Indicator 3.2.2 A framework for monitoring gender-responsiveness and implementation in the security sector institutions Baseline: No Target: Yes	Project progress reports.
	List of activities under this Output: • Provide initial technical and financial assistance to facilitate the establishment of the Committee • Implementation of key provisions of the NAP on Gender and Security Sector Reform • Develop a joint gender responsive monitoring, evaluation, accountability and reporting framework	Output Indicator 3.2.3 Baseline: Target:	
	Output 3.3 List of activities under this Output:	Output Indicator 3.3.1 Baseline: Target:	
		Output Indicator 3.3.2 Baseline:	

		Target:		
		Output Indicator 3.3.3 Baseline: Target:		
Outcome 4: (Any SDG Target that this Outcome contributes to) (Any Universal Periodic Review of Human Rights (UPR) recommendation that this Outcome helps to implement and if so, year of UPR)		Outcome Indicator 4 a Baseline: Target:		
		Outcome Indicator 4 b Baseline: Target:		
		Outcome Indicator 4 c Baseline: Target:		
	Output 4.1 List of activities under this Output:	Output Indicator 4.1.1 Baseline: Target:		
		Output Indicator 4.1.2 Baseline: Target:		
		Output Indicator 4.1.3 Baseline: Target:		
	Output 4.2 List of activities under this Output:	Output Indicator 4.2.1 Baseline: Target:		
		Output Indicator 4.2.2 Baseline: Target:		

		Output Indicator 4.2.3 Baseline: Target:		
	Output 4.3 List of activities under this Output:	Output Indicator 4.3.1 Baseline: Target:		
		Output Indicator 4.3.2 Baseline: Target:		
		Output Indicator 4.3.3 Baseline: Target:		

Annex C: Checklist of project implementation readiness

Question	Yes	No	Comment
1. Have all implementing partners been identified? If not, what steps remain and proposed timeline		X	
2. Have TORs for key project staff been finalized and ready to advertise? Plz attach to the submission	x		
3. Have project sites been identified? If not, what will be the process and timeline	X		
4. Have local communities and government offices been consulted/ sensitized on the existence the project? Please state when this was done or when it will be done.	x		
5. Has any preliminary analysis/ identification of lessons learned/ existing activities been done? not, what analysis remains to be done to enable implementation and proposed timeline?			
6. Have beneficiary criteria been identified? If not, what will be the process and timeline.		X	
7. Have any agreements been made with the relevant Government counterparts relating to project implementation sites, approaches, Government contribution?		X	
8. Have clear arrangements been made on project implementing approach between project recipient organizations?	x		
9. What other preparatory activities need to be undertaken before actual project implementation can begin and how long will this take?	N/A		

Annex D: Detailed and UNDG budgets (attached Excel sheet)