

**The Elsie
Initiative Fund**
for Uniformed Women in Peace Operations



ANNUAL REPORT

2022

Acknowledgments

Donor Governments

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

CANADA

FINLAND

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AUSTRALIA

NORWAY

REPUBLIC OF KOREA

UNITED KINGDOM

List of Acronyms

1st	First
2nd	Second
A4P	Action for Peacekeeping
A4P+	Action for Peacekeeping Plus
AA	Administrative Agent
AFL	Armed Forces of Liberia
AMS-SAAT	United Nations Assessment in Mission Service – Selection, Assistance and Assessment Team (DPO)
ANSD	Agence nationale de la Statistique et de la Demographie (Senegal)
ARTC	Army Recruit Training Centre (Ghana)
AU	African Union
AUCI	Uruguayan Agency of International Cooperation
BA	Barrier Assessment
BIPSOT	Bangladesh Institute of Peace Support Operation Training
C34	United Nations General Assembly’s Special Committee on Peacekeeping Operations
CADERDT	Centre Autonome d’Etudes et de Renforcement des Capacites pour le Developpement au Togo
CAPEC	Cellule d’Analyse de Politiques Economiques du CIRES (Côte d’Ivoire)

CECOPAM	Centro de Entrenamiento Conjunto de Operaciones de Paz de Mexico
CHEDS	Centre des Hautes Etudes de Defense et de Securite (Senegal)
CHoD	Chief of Defence
CIMIC	Civil Military Coordination
CIRES	Centre Ivoirien de Recherches Economiques et Sociales (Côte d’Ivoire)
CPCS	Centre for Peace and Conflict Studies (Cambodia)
CO	Country Office
CSO	Civil Society Organization
DCAF	Geneva Centre for Security Sector Governance
DOS	Department of Operational Field Support (United Nations)
DPO	Department of Peace Operations
ECOWAS	Economic Community of West African States
EIF	Elsie Initiative Fund
EIFM	Elsie Initiative for Field Missions Facilities and Infrastructure (DOS)
EOSG	Executive Office of the Secretary-General
ERW	Explosive Remnants of War

FAS - PAC	Femmes Africa Solidarite - Pan-African Centre for Gender, Peace and Development
FPF	Flexible Project Funding
FPU	Formed Police Unit
GAF	Ghana Armed Forces
GEM	Gender Equality Marker
GHANBATT	Ghana Battalion
GEWE	Gender Equality and Women’s Empowerment
GMS	Gender Mainstreaming Strategy and Implementation Plan 2021-2024 (Jordan PSD)
GSS Lab	Gender and Security Sector Lab (Cornell University)
GSU	Gender Strong Unit
HACP	High Authority for Peacebuilding (Niger)
IPI	International Peace Institute
IPO	Individual Police Officer
IPSAS	International Public Sector Accounting Standards
JONAP	Jordanian National Action Plan on the implementation of Security Council Resolution 1325 (2000) on Women, Peace and Security 2021-2024
KA IPTC	Kofi Annan International Peacekeeping Training Centre (Ghana)
LOI	Letter(s) of Interest
MEF	Monitoring and Evaluation Framework
MINUSCA	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic

MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MOA	Memorandum of Agreement
MO	Military Observer
MONUSCO	United Nations Organization Stabilization Mission in the Democratic Republic of the Congo
MOU	Memorandum of Understanding
MOWIP	Measuring Opportunities for Women in Peace Operations
MPTF Office	Multi-Partner Trust Fund Office
NCO	Non-commissioned officer
NGO	Non-Governmental Organization
NIS	National Institute of Statistics (Niger)
NPMEC	National Centre for Peacekeeping Forces, Mines, and Explosive Remnants of War (ERW) Clearance (Cambodia)
ODA	Official Development Assistance
ODCSS	Office of the Director for Coordination and Shared Services
OMA	Office of Military Affairs (DPO)
OSCE	Organization for Security and Co-operation in Europe
PCC	Police Contributing Country
PCRS	Peacekeeping Capability Readiness System (DPO)
PD	Police Division (DPO)
PIGAF	Project for the Integration of Gender and Women's Empowerment (Togo)
PMU	Project Management Unit

POC	Protection of Civilians
POTI	Peace Operations Training Institute
PSD	Public Security Directorate (Jordan)
PSO	Peace Support Operations
PUNO	Participating United Nations Organization
RC/RCO	Resident Coordinator Office
RCAF	Royal Cambodian Armed Forces
REPSFECO	ECOWAS Women's Peace and Security Network
RESDAL	Latin American Security and Defense Network
RI	Research Institution
RSLAF	Republic of Sierra Leone Armed Forces
SAA	Standard Administrative Arrangement
SC	Steering Committee
SCR	Security Council Resolution
SDG	Sustainable Development Goal(s)
SEA	Sexual Exploitation and Abuse
SEDENA	Ministry of National Defense (Mexico)
SEMAR	Ministry of Navy (Mexico)
SFGC	Strategic Force Generation and Capability Planning Cell
SI	Security Institution
SLP	Sierra Leone Police
SO	Staff Officer (Military)
SOP	Standard Operating Procedures
SSPC	Ministry of Security and Citizen Protection (Mexico)

TAF	Togo Armed Forces
TC	Technical Committee
TCC	Troop Contributing Country
TOR	Terms of Reference
T/PCC	Troop and Police Contributing Country
UDLAP	Universidad de las Americas (Mexico)
UGPS	Uniformed Gender Parity Strategy 2018-2028
UN	United Nations
UNCT	United Nations Country Team
UNDG	United Nations Development Group
UNDP	United Nations Development Program
UNMEM	United Nations Military Expert on Mission
UNTAC	United Nations Transitional Authority in Cambodia
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNIFIL	United Nations Interim Force in Lebanon
UNITAR	United Nations Institute for Training and Research
UNOPS	United Nations Office for Project Services
UPF	Uganda Police Force
US\$	United States Dollar - all financial figures in this report are in US\$
WPS	Women, Peace and Security
ZPS	Zambia Police Service

Foreword

from

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



UN Photo / Evan Schneider

We cannot safely and successfully walk the path to the Sustainable Development Goals through landscapes of conflict. Around the world, every day, women and girls pay the highest price in conflict and emergency contexts. Investing in women's active roles in peace and security to avoid conflict and renewed militarization is an essential prerequisite to achieving lasting peace and reaping the rewards for all humanity of Agenda 2030.

Against this global backdrop, the work of the Elsie Initiative Fund (EIF)—an innovative financing mechanism—is more relevant than ever. Its practical support is advancing uniformed women's participation in peace and security and helping to bring about the transformative change required within security institutions. Since its inception in 2019, the EIF has invested US\$ 17 million globally. These resources have supported 21 security institutions and two United Nations peace operations to ensure uniformed women can equally participate and thrive in United Nations peacekeeping and national security institutions.

In 2022 alone, the EIF supported the deployment of four gender-strong units with 1,272 uniformed peacekeepers, of whom 18 per cent are women. In these units, women are fully integrated into all roles and functions, including at leadership and operational levels. In partnership with the United Nations Department of Peace Operations, the EIF has also supported two United Nations peacekeeping missions to improve deployment conditions and create gender-sensitive mission environments.

With EIF support, 14 security institutions are conducting assessments to identify and address specific barriers that deter women’s meaningful participation. These assessments, based on empirical data, are an essential first step to guide countries to develop evidence-based recommendations. To foster an inclusive institutional culture, EIF-fund-recipients trained 924 security personnel on gender issues including the prevention of sexual exploitation and abuse. Recipients also sensitized 5,890 people on women’s active roles in security institutions and on challenging gender stereotypes.

The Fund has rallied steadfast political commitment to ensure that gains made toward achieving gender equality can be sustained. For example, the Senegal National Gendarmerie is developing a Gender Policy to incorporate gender perspectives in all areas of the institution’s work.

EIF recipients are piloting innovative practices to ensure women’s equal participation. In Uruguay, the Armed Forces are providing transportation and child education support to address the barrier of household constraints and enable single parents to attend trainings. To create enabling and gender-responsive mission environments, the EIF has closely collaborated with the United Nations Department of Peace Operations (DPO). The United Nations Interim Force in Lebanon (UNIFIL) is one of two peacekeeping missions that have received grants to construct gender-sensitive accommodation and facilities.

Behind each of these impressive results are the courageous uniformed women who continue to inspire us. I applaud them for their invaluable contribution and dedication in this traditionally male-dominated field and their perseverance, despite the many challenges they face to serve for peace. These women and their successes fuel our determination to achieve a level playing field and our work with partners such as the Department of Peace Operations to strengthen the implementation of the United Nations Uniformed Gender Parity Strategy.

Only with women’s equal and full participation as active agents of peace, can we create just, equal, and resilient societies. I urge the international community, including donors, to invest in human security through initiatives such as the EIF, to build a sustainable future for all.

Foreword from

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



UN Photo / Mark Garten

In the face of unprecedented global challenges to peace and security, United Nations peace operations now more than ever need a diverse and gender-balanced workforce which reflects the diversity of the populations they serve. The Women, Peace and Security agenda is a key priority of the Department of Peace Operations and is anchored in the Action for Peacekeeping and A4P+ agendas.

The Department of Peace Operations has been ramping up efforts to build a more gender-balanced workforce and inclusive work environments. A more gender-balanced workforce brings diverse perspectives and experiences, helps us build trust with host country communities and strengthens our mandate implementation. But this is also a matter of justice – there should be no limitation on the grounds of gender to what women can achieve, in all roles and at all levels.

In 2022, the Department of Peace Operations met the targets set out in the Uniformed Gender Parity Strategy 2018-2028 for all categories of uniformed personnel – except military contingents, where women continue to be starkly underrepresented. We have also made headway on uniformed leadership. Women are now leading five out of seven UN Police Components in peacekeeping operations, and there are four women in military leadership positions, including the Deputy Military Advisor at UNHQ.

This progress has been possible thanks to the close partnership with troop- and police-contributing countries (T/PCCs) on which the Department re-

lies to recruit, train and deploy peacekeepers. The Elsie Initiative Fund (EIF) plays a key role in translating Member State's and United Nations gender equality commitments and shared values into concrete actions, by supporting contributing countries to expand their understanding of barriers to women's deployment; increase the pool of uniformed women eligible for deployment; and improve their working and living conditions. The Fund has also supported United Nations projects to strengthen gender-responsive accommodations, sanitation facilities and welfare areas, as I was able to witness, for example, during my visit to the United Nations Interim Force in Lebanon (UNIFIL).

However, challenges remain. Uniformed women too often face un supportive environments, unequal access to training and career progression opportunities, lack of gender-responsive facilities, and institutional or legal constraints. Member States, T/PCCs, the United Nations and partners such as the EIF must work together to overcome these challenges and build inclusive institutions where women and men can thrive and contribute to addressing today's peace and security challenges.

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Executive Summary

Established in 2019, the Elsie Initiative Fund for Uniformed Women in Peace Operations (EIF) is a multi-partner United Nations Trust Fund designed to support innovative approaches that promote uniformed women's meaningful participation in security institutions worldwide and in United Nations peace operations.

Global Context

Against the global backdrop of overlapping crises, from rising conflict to climate emergencies, women and girls continue to be disproportionately impacted and at risk of being further marginalized. Peacekeeping missions operate in some of the world's most challenging contexts, and more than ever, we need security institutions and United Nations peacekeeping missions to be gender-responsive - to reflect the communities they serve and to address the specific needs of women and other marginalized groups. Uniformed women's meaningful participation can build trust, improve community engagement, and contribute to the overall effectiveness and credibility of peacekeeping missions. Greater diversity can also enable more effective mandate implementation through enhanced protection responses including the prevention and response to conflict-related sexual violence, the promotion of human rights, and setting an example for women and girls to advocate for their rights and take on meaningful roles in the security sector and peace and political processes.

Since the adoption of landmark Security Council Resolution 1325 (2000) and nine subsequent resolutions on Women, Peace and Security, the importance of women's meaningful participation in peacekeeping is widely recognized and repeatedly called for by Member States. Nevertheless, despite some positive progress, women constituted eight per cent of all uniformed peacekeepers as of December 2022. Uniformed women continue to be starkly under-represented in national security institutions and in the majority of peacekeeping military units. Women also continue to face a number of barriers to their full participation including tolerance for mis-

conduct and inappropriate behaviours, socio-cultural stereotypes, a lack of gender-sensitive infrastructure and facilities, and unequal access to training and career development opportunities.

Key Results

The EIF serves as a catalyst to accelerate the progress of Member States and United Nations organizations to increase the numbers of uniformed women in United Nations peace operations, by providing financial incentives and support. Since its inception in 2019, the EIF has conducted two programming rounds and awarded US\$ 17 million to 21 security institutions and two United Nations missions to pilot innovative and evidence-based projects.

Fourteen security institutions have been supported by the EIF to undertake an institutional assessment of barriers to women's participation, using the Measuring Opportunities for Women in Peace Operations (MOWIP) methodology¹. As of December 2022, five security institutions had completed these assessments and commenced developing evidence-based and context-specific recommendations². Ensuring national ownership throughout the process, these EIF-funded assessments have received strong national and political support to address identified barriers. In addition, in 2022, the EIF approved three projects³ informed by the findings of a national barrier assessment, bringing the total number of barrier-assessment-informed projects aimed at creating an enabling institutional environment for uniformed women, supported by the EIF, to seven⁴.

5 
BA reports published

To raise awareness of women's vital roles in security institutions, the Senegal National Police and Togo Armed Forces conducted awareness campaigns reaching over 5,000 women, men, and youth. Three institutions - Senegal National Gendarmerie, Togo Armed Forces, and the Jordan Public Security Directorate are constructing gender-sensitive accommodation and facilities to improve working and living conditions for uniformed women. Furthermore, EIF recipients are piloting innovative practices to ensure women's equal participation. For example, in Uruguay, the Armed Forces are piloting the provision of transportation and child education support to

¹ The MOWIP methodology is a rigorous and innovative tool to measure uniformed women's meaningful participation in peace operations, developed by the Geneva Centre for Security Sector Governance (DCAF) in partnership with Cornell University and practitioners <https://www.dcaf.ch/mowip>.

² Implementation of a MOWIP evaluation, normally takes between 9-12 months.


³ (i) Ghana Armed Forces; (ii) Uruguay Armed Forces; (iii) Zambia Police Service.

⁴ (i) Ghana Armed Forces; (ii) Niger Armed Forces and Police; (iii) Senegal National Gendarmerie; (iv) Senegal National Police; (v) Togo Armed Forces; (vi) Uruguay Armed Forces; (vii) Zambia Police Service.

address the barrier of household constraints and enable women and single male parents to attend training.

 **4 gender-strong units deployed**

In 2022, the EIF supported the deployment of two gender-strong units (GSU) – a unit that includes significant representation of women including in leadership positions. Ghana deployed its first gender-strong military battalion with over 800 military peacekeepers, of whom 19 per cent are women. Senegal deployed their third 135-person gender-strong Formed Police Unit (FPU) including 19 per cent women. Looking beyond the numbers, women peacekeepers deployed in these units are integrated into all roles, including leadership, command, and technical positions.

 **18.3% women's representation overall**

The EIF also closely collaborated with the United Nations Department of Peace Operations (DPO) to create enabling and gender-responsive mission environments. Two peacekeeping missions – the United Nations Interim Force in Lebanon (UNIFIL) and the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) have received grants to construct gender-sensitive accommodation and facilities⁵. In 2022, UNIFIL completed its project and surveyed women peacekeepers, with 72.5 per cent indicating an improved sense of privacy and well-being.

 **1 gender-sensitive accommodation and facilities project completed**



Mexican female peacekeeper deployed in the United Nations Mission for Western Sahara (MINURSO)

MINURSO / Josefina Paltán

⁵ Both projects incorporated the United Nations Department of Operational Support (DOS) 'Elsie Initiative for Field Missions Facilities and Infrastructure' (EIFM) gender-sensitive infrastructure recommendations and guidelines for field missions.

Recognizing that long-term institutional transformation cannot take place without enabling policy frameworks, the EIF has continued to contribute to global policy dialogues with Member States, United Nations agencies, and civil society. The EIF continues to advocate for the increased participation of uniformed women, at international and regional conferences. Through Member States' events and policy dialogues with think tanks and academia, the EIF presented its work and discussed practical ways to address barriers to women's participation. Furthermore, the EIF generated knowledge for United Nations reports and policy debates including the Report of the Secretary-General on Women, Peace and Security and the United Nations General Assembly's Special Committee on Peacekeeping Operations (C34) Plenary and General Debate.

Report Structure and Scope

This report presents the EIF's work over the past calendar year, from 1 January to 31 December 2022. It highlights results and impact achieved, alongside innovative practices, lessons learned and the way forward. It is organised into five parts:

Part 1 - Results and Impact, highlights the EIF's key aggregated results and impact at the Fund Level, in accordance with the EIF's monitoring and evaluation framework (MEF), and the EIF's four outcomes.

Part 2 - Advocacy and Communications, focuses on the EIF's growing global visibility as a result of its increased advocacy and communications activities, including the start of developing a knowledge hub and community of practice.

Part 3 - Project Profiles, includes an overview of the status of each project, how it contributes to the EIF's results framework including its four outcomes, and the project's key results as of 31 December 2022.

Part 4 - Moving Forward – challenges, effective practices, and priorities - outlines some of the key challenges faced in project implementation. Part 4 also outlines activities the EIF is undertaking to streamline and ensure continuous improvement across its programming, including continued collaboration and partnerships with United Nations and Member States to support the EIF's strategic advocacy activities.

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

Elsie Initiative Fund (EIF) Overview

The EIF, a United Nations multi-partner trust fund, administered by the United Nations Development Programme (UNDP) [Multi-Partner Trust Fund Office \(MPTFO\)](#), was launched in 2019 by the United Nations, Canada, and Member States for an initial five-year period (2019-2024), with UN Women hosting the EIF Secretariat. The EIF's [Terms of Reference \(TOR\)](#) were subsequently extended by the EIF Steering Committee in January 2023, until 31 December 2025.

The EIF is an innovative, multilateral fund that aims to support and incentivize global efforts to increase the meaningful participation of *uniformed* women in United Nations peace operations. The EIF was designed to accelerate progress towards achieving the United Nations Security Council's mandate to double the rate of women's participation within police and military contingents by 2020 compared to 2015. The EIF is also an important mechanism to support Member States and the United Nations Department of Peace Operations (DPO) to meet the targets set out in the United Nations DPO [Uniformed Gender Parity Strategy 2018-2028](#) (UGPS), and to support the Secretary-General's 2018 [Action for Peacekeeping](#) (A4P) initiative and the subsequent [A4P+ Priorities for 2021-2023](#) released in 2021.⁶ To meet and surpass these UGPS targets and increase the meaningful participation of uniformed women peacekeepers, dedicated commitment and high-level support from troop- and police-contributing countries (T/PCCs) and the United Nations is critical to ensure that women are deployed at all levels, ranks, and roles including in leadership and decision-making positions.

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

⁶ A4P re-commits Member States to increase the number of civilian and uniformed women in peacekeeping at all levels and in key positions, with the Women, Peace and Security agenda subsequently integrated as a cross-cutting theme across the seven priority areas of the A4P+.

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

Since its inception, the EIF has conducted two programming rounds, received 61 letters of interest (LOI) from 27 T/PCCs and eight United Nations organizations, and approved 20 projects - 10 from each programming round. Of these 20 projects, 10 are for a T/PCC in partnership with a United Nations agency where the security institution is the beneficiary; eight are for T/PCCs as a direct fund recipient and beneficiary, and two are for United Nations peace operations.⁷

Governance Structure

The EIF governance arrangements are built on and informed by the four MPTF principles being inclusiveness, transparency, accountability, and country participation. The EIF's governance structure includes:

- A seven-member Steering Committee (SC) that governs the Fund, subject to United Nations regulations, rules, policies, and procedures, and provides strategic guidance to the EIF to achieve its programmatic objectives. The SC includes three permanent members: (i) the Department of Peace Operations (DPO); (ii) the Executive Office of the Secretary-General (EOSG); and (iii) UN Women.
 - UN Women, as the host of the EIF Secretariat, is one of the two SC co-chairs.
 - Canada as founding member is a member and the other SC co-chair, for a period of five years (2019-2024), with the option to renew membership and co-chair position thereafter.
- The SC also includes three countries with a two-year rotating membership: (i) a contributor to the EIF; (ii) a T/PCC member that is eligible for Official Development Assistance (ODA); and (iii) a member of the Canada-led [Elsie Initiative Contact Group](#). In 2022, Ghana concluded their time as the Contact Group member, and Uruguay joined the SC as the

⁷ Since inception in 2019, the EIF has approved 20 projects: (i) Bangladesh Armed Forces (1st PR; 2021); (ii) Cambodian Armed Forces (2nd PR; 2022); (iii) Côte d'Ivoire Police (2nd PR; 2021); (iv) Ghana Armed Forces (2nd PR; 2022); (v) Jordan Public Security Directorate (1st PR; 2021); (vi) Liberia Armed Forces (1st PR; 2021); (vii) Mexico Armed Forces, Navy, and Police (1st PR; 2021); (viii) Niger Armed Forces and Police (1st PR; 2021); (ix) Senegal Armed Forces (2nd PR; 2022); (x) Senegal National Gendarmerie (1st PR; 2020); (xi) Senegal National Police (1st PR; 2020); (xii) Sierra Leone Armed Forces (1st PR; 2021); (xiii) Sierra Leone Police (1st PR; 2021); (xiv) Togo Armed Forces (1st PR; 2021); (xv) Togo Police (2nd PR; 2021); (xvi) Uganda Police Force (2nd PR; 2022); (xvii) Uruguay Armed Forces (2nd PR; 2022); (xviii) Zambia Police Service (2nd PR; 2022); (xix) UNIFIL (2nd PR; 2021); (xx) MINUSMA (2nd PR; 2022).

Contact Group member. Rwanda, as the T/PCC, and the United Kingdom, as the EIF contributor both served on the SC for 2022.

- The MPTFO as the Administrative Agent and ex officio SC member, that receives, administers, and releases funds in accordance with the SC's advice and authorized decisions by the United Nations co-chair, without the right to vote.
- A Technical Committee (TC) that provides technical guidance to the EIF Secretariat. Recommended by the SC, the TC collectively brings a broad cross-section of academic, gender, geographic, field mission, and military and police operational experience and expertise.
- A Secretariat hosted by UN Women that is responsible for the operational functioning of the Fund, provides technical and administrative support to the SC and conducts due diligence of project proposals and monitoring and evaluation procedures.

The EIF continues to collaborate with multiple partners:

- **DCAF** – the [Geneva Centre for Security Sector Governance](#) - in partnership with the Cornell University [Gender and Security Sector Lab](#) (GSS Lab) as part of the Elsie Initiative, developed the [Measuring Opportunities for Women in Peace Operations](#) (MOWIP) Barrier Assessment (BA) methodology in October 2020 and subsequently established the DCAF Help Desk. The EIF maintains close coordination with DCAF and the Cornell University GSS Lab, to ensure that sufficient support is provided to T/PCC recipients interested in conducting a BA using the MOWIP methodology, including information about the methodology, and conduct and implementation across the three different partnership models⁸.
- **Donors** – whose generous financial contributions and in-kind support enables the EIF's innovative and ambitious program. Contributions and commitments as of 31 December 2022 have been made by Australia, Canada, Denmark, Finland, Germany, the Netherlands, Norway, the Republic of Korea, and the United Kingdom. Since 2019, EIF Donors have contributed almost \$32 million, with annual contributions in 2022 amounting to \$5.3 million - \$2.9 million in new contributions, and \$2.4 million in annual contributions. Additional information on contributions and commitments is available on the EIF portal of the MPTFO website: <https://mptf.undp.org/fund/eif00>.
- **Member States, fund recipients, and implementing partners** – Member States' inputs, knowledge and experiences, including the knowledge and experience of women and men peacekeepers, inform the EIF's work. The EIF Secretariat also recognises the efforts made by mil-

⁸ Information on the partnership models can be located in the DCAF Toolbox Explainers: <https://www.dcaf.ch/mowip>.



UNMISS Photo

UNMISS peacekeeper conducting a crowd dispersal training exercise in Malakal (2020)

itary and police organizations, as well as support from United Nations Development Programme (UNDP) and UN Women Regional and Country Offices in supporting the development and implementation of T/PCC and Participating United Nations Organisation (PUNO) submissions.

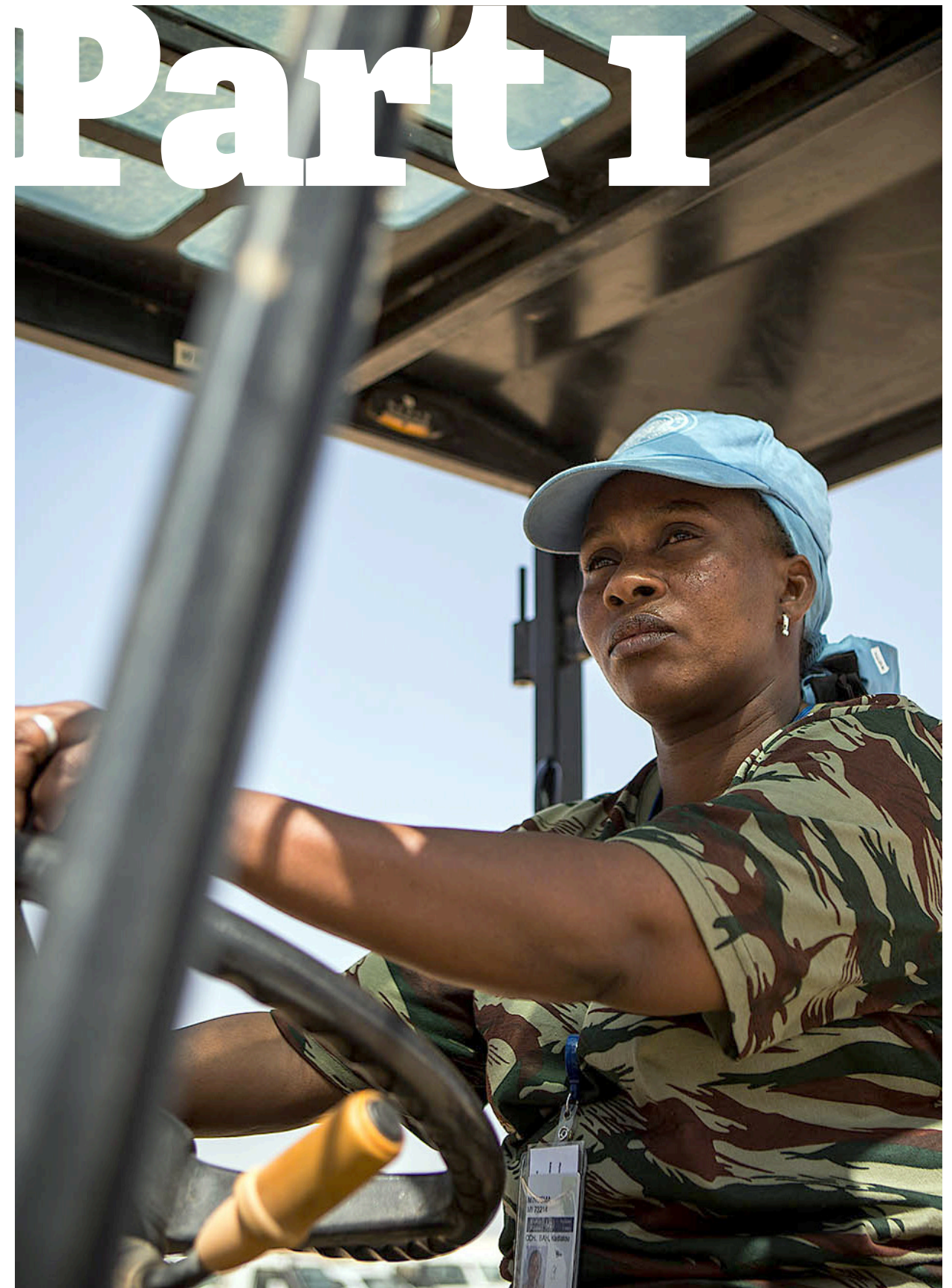
- **The Department of Peace Operations (DPO)** – including the Office of the Director for Coordination and Shared Services (ODCSS), the Office of Military Affairs (OMA), Police Division (PD), and the Strategic Force Generation and Capability Planning Cell (SFGC), provides strategic and technical guidance to the Fund to achieve its programmatic objectives.
- **The Department of Operational Support (DOS)** – 'Elsie Initiative for Field Missions Facilities and Infrastructure' (EIFM) project has developed gender sensitive infrastructure recommendations and guidelines for Field Missions. These guidelines may also be used by T/PCC construction projects such as women's accommodation and barracks, training and creche facilities, and can be made available on request to the United Nations.⁹
- **The Women, Peace and Security (WPS) community** – which includes research institutions working to advance the WPS agenda including women's leadership within the security sector, civil society organizations (CSOs), women's global, regional and national military and police networks, leadership from organizations such as the WPS Chiefs of Defence (CHoD) Network, the [Peace Operations Training Institute](#) (POTI) and national and international peacekeeping training centres.

⁹ Information about the EIFM can be accessed here: <https://www.un.org/en/delegate/supply-chain-launches-2nd-phase-elsie-initiative-field>.

Highlights



- 12 JANUARY **UGANDA** Police Force MOWIP project approved - \$219,232
- 28 MARCH **BANGLADESH** Armed Forces project approved - \$997,336
- 1 APRIL **URUGUAY** joined the EIF Steering Committee as the new Elsie Initiative Contact Group member
- 6 APRIL Royal **CAMBODIAN** Armed Forces MOWIP project approved - \$247,736
- 11 APRIL **EIF Steering Committee Meeting** approved:
 - Additional \$1M funding allocation for the 2nd programming round
 - EIF Secretariat 2022 budget - \$1.1M
- 22 APRIL **SÉNÉGAL** Armed Forces MOWIP project approved - \$200,458
- 14 JUNE **1st EIF Donor Meeting**
- 22 AUGUST **SÉNÉGAL** National Police deployed a GSU to MINUSMA
- 23 AUGUST **URUGUAY** Armed Forces project approved - \$1,105,678
- 1 SEPTEMBER **GHANA** Armed Forces project approved - \$2,215,680
- 3 SEPTEMBER **GHANA** Armed Forces deployed a GSU to UNIFIL
- 7 SEPTEMBER Armed Forces of **LIBERIA** MOWIP report launched, in partnership with UN Women
- 16 SEPTEMBER **UNIFIL** project inaugurated – new accommodation and ablutions for women
- 23 OCTOBER EIF Steering Committee approved:
 - **EIF Operations Manual**
 - **EIF Monitoring and Evaluation Framework**
- 17 NOVEMBER **SIERRA LEONE** Armed Forces MOWIP Report launched, in partnership with UN Women
- 7 DECEMBER **MINUSMA** project approved - \$1,499,623
- 19 DECEMBER **ZAMBIA** Police Service project approved - \$932,072



The Guinean contingent of MINUSMA in action (2018)

Part 1: Results and Impact

The Elsie Initiative Fund (EIF) Monitoring and Evaluation Framework (MEF) includes the EIF results framework, designed for the EIF and fund recipients to report against the required indicators to monitor and report on the EIF's results.¹⁰ In 2022, the EIF made significant progress in refining the results framework and incorporating it into quarterly project reporting requirements. Highlights and preliminary results at both the impact and outcome level for the 10 projects that commenced implementation by 31 December 2022¹¹ and the four projects¹² that concluded in 2022 are described below. Additional details on all EIF-funded projects¹³ can be found in Part 3 - Project Profiles.

As described in the EIF MEF, the EIF's ultimate impact is to contribute to **accelerating the pace of change towards the meaningful participation of uniformed women in United Nations peace operations**. The EIF's secondary aim is to **contribute to the global conversation on increasing the rep-**

¹⁰ EIF Monitoring and Evaluation Framework, (2022), <https://elsiefund.org/wp-content/uploads/2022/10/221021-EIF-MEF-V1.0.pdf>.

¹¹ (i) Royal Cambodian Armed Forces (RCAF), (ii) Cote d'Ivoire police, (iii) Ghana Armed Forces (GAF), (iv) Jordan Public Security Directorate (PSD), (v) Senegal National Gendarmerie, (vi) Senegal Nationale Police, (vii) Sierra Leone Police (SLP), (viii) Togo Armed Forces (TAF), (ix) Uganda Police Force (UPF), and (x) Uruguay Armed Forces (UAF).

¹² (i) Liberia Armed Forces (AFL), (ii) Mexico Armed Forces (SEDENA), Navy (SEMAR) and Police (SSPC), (iii) Republic of Sierra Leone Armed Forces (RSLAF), and the (iv) United Nations Interim Force in Lebanon (UNIFIL).

¹³ Note: Of the 20 EIF approved projects, six are at the inception stage and have not commenced implementation: (i) Bangladesh Armed Forces - funds transfer pending, (ii) Niger Armed Forces and Police - in progress, at inception, (iii) Senegal Armed Forces - in progress, at inception, (iv) Togo Police - in progress, at inception, (v) Zambia Police Service (ZPS), approved, implementation to commence in 2023, and (vi) the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) - approved, implementation to commence in 2023.



resentation of uniformed women in United Nations peace operations through knowledge generation. The ultimate and secondary impacts are to be achieved through the EIF's four outcomes described below, with each EIF-funded project required to contribute to one or more of the EIF's outcomes. The EIF also contributes to the United Nations Sustainable Development Goals (SDG) 5 and 16,¹⁴ with all EIF-funded projects to be classified as Gender Equality Marker (GEM) 3.¹⁵

- **Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations.** Identifying and understanding the range of barriers that prevent women's full and equal participation in United Nations peacekeeping and security sector institutions is a prerequisite to formulating recommendations that can contribute to the reduction of barriers to the deployment of uniformed women. This outcome can be achieved through the conduct of a comprehensive barrier assessment (BA) to advance country-specific knowledge of barriers to deployment.
- **Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations.** The

¹⁴ United Nations SDGs that the EIF contributes to, are SDG 5 – achieve gender equality and empower all women and girls, and SDG 16 – promote peaceful and inclusive societies, promote access to justice for all, and building effective, accountable, and inclusive institutions.

¹⁵ The GEM is a tool designed to track planned or actual financial investments in gender equality within Multi-Partner Trust Funds (MPTF), and programmes or projects within MPTFs. The standard, system-wide GEM has a scale with four levels: GEM 0 - no contribution to gender equality / women's empowerment (GEWE), GEM 1 - limited contribution, GEM 2/2a - significant contribution, and GEM 3/2b – where GEWE is the principal objective, with activities particularly aimed at narrowing gender inequalities, transforming prejudicial gender norms, or the empowerment of women and girls.

provision of financial assistance and commitments through the gender-strong unit (GSU)¹⁶ premium can support fostering conditions for Troop and Police Contributing Country (T/PCC) fund recipients to advance the meaningful participation of uniformed women at all levels, including in leadership and technical roles.

- **Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers.** Increasing the pool of uniformed women eligible to deploy as United Nations peacekeepers is important to ensure that there are enough uniformed women at all ranks and levels in United Nations peacekeeping. This outcome can be achieved through the implementation of activities, including but not limited to, developing policies and procedures to recruit uniformed women, launching recruitment campaigns with specific messaging for women, and conducting capacity-building activities to advance women's skills and prepare for national and United Nations examinations.
- **Outcome 4: Improved working/living conditions for uniformed women peacekeepers in United Nations missions.** Improving working and living conditions for uniformed women peacekeepers can foster the provision of equal opportunities for deployment and address specific gender-related barriers that women face while on deployment. This outcome can be achieved through in-mission innovative pilot projects to improve workplace safety, gender-sensitive infrastructure and equipment.

¹⁶ A Gender-Strong Unit (GSU) is a military contingent or Formed Police Unit (FPU) that includes a high percentage of women in operationally significant roles. The GSU premium is designed to incentivize T/PCCs to train, deploy and integrate more women into formed units, integrated horizontally and vertically – across all roles and ranks. The term 'GSU' is an EIF 'construct', it relates only to the EIF and should not be confused with the Department of Peace Operations (DPO) Police Division's (PD) gender-integrated Formed Police Unit (FPU).

EIF Impact

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

The EIF has made progress in its contribution to accelerating the pace of change towards the increased meaningful participation of uniformed women in United Nations peace operations. As of 31 December 2022, the percentage of women deployed by *EIF-funded Troop Contributing Countries (TCCs)* was 8.6 per cent, compared to the global average of 6.8 per cent. Among *EIF-funded Police Contributing Countries (PCCs)*, women's representation was 18.6 per cent, which is below the global average of 20 per cent. Graphs 1 and 2 provide a breakdown of descriptive statistics, which are disaggregated by military and police contingent, EIF-fund recipient, and funding modality - BA, and flexible project funding (FPF), against a global average for the five years 2018 to 2022.¹⁷

Women's representation in United Nations peace operations - Military (2018-2022)¹⁸

Graph 1 illustrates women's representation in military contingents since the launch of the United Nations Department of Peace Operations (DPO) [Uniformed Gender Parity Strategy 2018-2028](#)

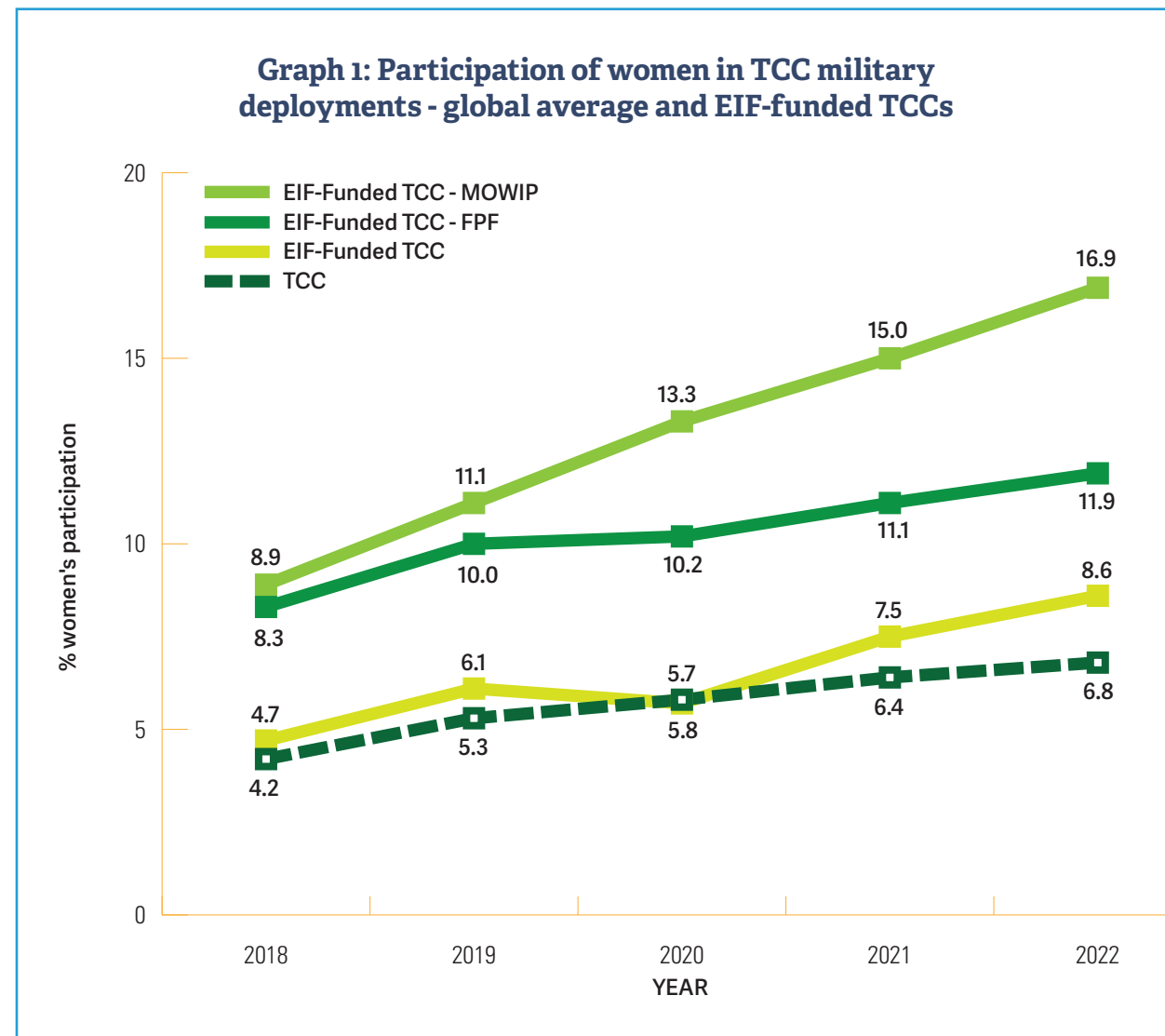
¹⁷ Note: all EIF fund recipients that requested funds to undertake a BA used the DCAF – the Geneva Centre for Security Sector Governance [Measuring Opportunities for Women in Peacekeeping \(MOWIP\)](#) methodology.

¹⁸ United Nations Peace Security Data Hub (<https://psdata.un.org/dataset/DPO-UCHISTORICAL>) data was used for this analysis for each EIF-funded TCC project under implementation. (EIF-funded projects that are approved or at the inception stage are not included in this analysis). The data is aggregated across each of the following groups:

- 7 EIF-funded TCCs (FPF & MOWIP): RCAF, GAF, AFL Mexico SEDENA and SEMAR, RSLAF, TAF, and UAF.
- 4 EIF-funded TCCs (MOWIP only): RCAF, AFL, Mexico SEDENA and SEMAR, and RSLAF.
- 3 EIF-funded TCCs (FPF): GAF (DCAF MOWIP pilot), TAF, and UAF (DCAF MOWIP pilot).

(UGPS), and provides a disaggregation by EIF-fund recipients and funding modality. Between 2018 and 2022, trends show an increase in the number of military women deployed globally by all TCCs, from 4.2 per cent to 6.8 per cent. This increase is however higher among EIF-funded TCCs from 4.7 per cent in 2018 to 8.6 per cent in 2022. In 2022, for example, EIF-funded TCCs deployed women at a rate that is almost 2 per cent higher than the global average. These descriptive statistics might suggest that EIF support can contribute to accelerating the pace of change towards the increased representation of uniformed women in military contingents in United Nations peacekeeping, however, this does not imply correlation nor causation.

Further disaggregation indicates that the pace of change towards the increased representation of uniformed women is especially accelerated among EIF-fund recipients that conducted a MOWIP – from 8.9 per cent to 16.9 per cent between 2018 and 2022. This eight-percentage point increase over five years might indicate these TCCs’ strong commitment to increasing women’s participation and to better understand the barriers women face to deploy to United Nations peace operations and within their national armed forces, through conducting a MOWIP. In 2022, there was also an upward trend from 8.3 per cent to 11.9 per cent for EIF FPF-supported TCCs – which is also higher than the global average.

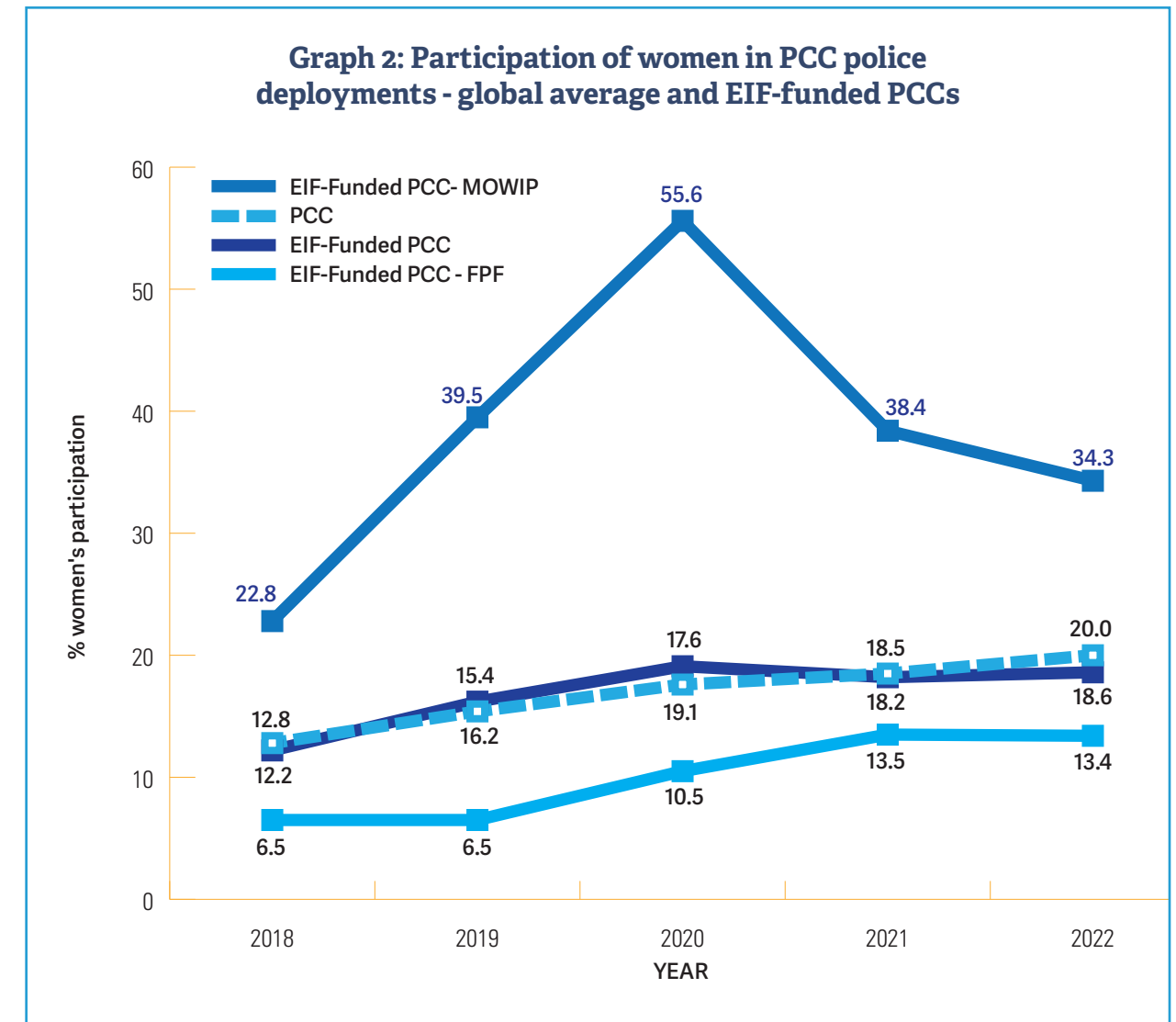


Women’s representation in United Nations peace operations - Police (2018-2022)¹⁹

There has also been a significant increase in women’s representation among all PCCs globally, from 12.8 per cent in 2018 to 20 per cent in 2022, as shown in Graph 2. EIF-funded PCCs showed an increase similar to the global average from 2018-

2020, a lower increase than the global average for 2021, and in 2022, EIF-funded PCCs are 1.4 percentage points lower than the global average of 20 per cent, at 18.6 per cent.

Further disaggregation indicates that EIF-funded PCCs that conduct a MOWIP have deployed more women than the global average by more than 10 percentage points – from 22.8 per cent in 2018

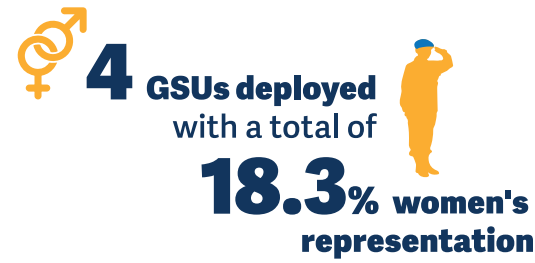


¹⁹ Aggregated data is for each EIF-funded PCC project under implementation:
 - 6 EIF-funded PCCs (FPF & MOWIP): Cote d’Ivoire police, Jordan PSD (DCAF MOWIP pilot), Mexico SSPC, Senegal National Gendarmerie and Senegal National Police (DCAF MOWIP pilot – combined), SLP, and UPF.
 - 4 EIF-funded PCCs (MOWIP only): Cote d’Ivoire police, Mexico SSPC, SLP, and the UPF.
 - 2 EIF-funded PCCs (FPF): Jordan PSD, Senegal National Gendarmerie and Senegal National Police (DCAF MOWIP pilot – combined).

to 34.3 per cent in 2022. For EIF FPF-supported PCCs, while women’s representation saw an upward trend from 6.5 per cent in 2018 to 13.4 per cent in 2022, this increase was less than the global average and may be explained by the fact that the data is based on deployment figures from two PCCs that are implementing three EIF-funded projects. Actual contributions of these projects to increase women’s participation might be observed in the medium to long term.

GSU Funding Modality

The deployment of GSUs is key to achieving the EIF’s ultimate impact of accelerating the pace of change towards the meaningful participation of uniformed women in United Nations peace operations, as well as meeting the UGPS gender targets. In 2021-2022, two T/PCCs – Ghana and Senegal, deployed four GSUs comprising a total of 1,272 personnel, of whom 233 (18.3 per cent) were women. Women in these units hold senior leadership, command, and technical positions, including commander, section commander, driver, and mechanic roles.



As shown in Table 1, women comprise 15.2 per cent of Ghana’s total deployments and 19.1 per cent of the GSU deployed to UNIFIL. 44.1 per cent of Ghana’s women in military battalions are deployed to UNIFIL, comprising 35 per cent of Ghana’s total military battalion contribution.

Similarly, women comprise 14.5 per cent of Senegal’s total deployments and 16.6 per cent of the three GSU FPU. 37 per cent of Senegal’s women in FPUs are deployed to the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO) (2xGSU) and MINUSMA (1xGSU) - which together comprises 32.3 per cent of Senegal’s total FPU contribution.

While women’s participation in GSUs is understandably higher than in non-GSU units, these

Table 1: Share of EIF-funded GSU compared to T/PCC overall contribution to United Nations Peacekeeping

T/PCC	TOTAL # DEPLOYED PERSONNEL	TOTAL # W DEPLOYED	% W DEPLOYED	TOTAL # PERSONNEL IN GSU	UNITED NATIONS MISSION	GSU AS A PROPORTION OF TOTAL T/PCC	TOTAL WOMEN IN GSU	% WOMEN IN GSU	WIN GSU AS A PROPORTION OF TOTAL # OFW
CALCULATION	(A)	(B)	(B ÷ A) %	(C)		(C ÷ A) %	(D)	(D ÷ C) %	(D ÷ B) %
GHANA ARMED FORCES	2,466	374	15.2%	862	UNIFIL	35%	165	19.1%	44.1%
SENEGAL NATIONAL GENDARMERIE	1,270	184	14.5%	135	MONUSCO	32.3%	22	16.3%	37%
SENEGAL NATIONAL GENDARMERIE				135	MONUSCO		21	15.6%	
SENEGAL NATIONAL POLICE				140	MINUSMA		25	17.9%	
TOTAL	3,736	558	14.9%	1,272		34%	233	18.3%	41.8%



UNIFIL Ghanaian peacekeepers donated pediatric medications, hand sanitizers, disinfectants and personal protective equipment to Ayta Ash Shaab Social Development Centre and Beit Leif Community Clinic in south-western Lebanon (2020)

UN Photo / Pasqual Gorriz

figures indicate that women deployed by Ghana and Senegal are not exclusively deployed in GSUs, compared to the T/PCC’s overall women’s deployment rates - with both T/PCCs still meeting the overall UGPS 2022 targets (Troops 9 per cent, and FPU 12 per cent).

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

In 2022, a total of 14 policy consultations, debates, and events, either highlighted or referenced the EIF and its contribution to the global conversation on increasing the representation of uniformed women in United Nations peace operations Annex 2 contains additional information on these policy consultations and events.

Two United Nations-led policy debates mentioned the EIF as an important mechanism to advance uniformed women’s participation in United Nations peacekeeping. The Secretary-General’s 2022 report on Women, Peace and

Security ([S/2022/740](#)), highlighted that “the EIF helps accelerate the pace of progress” through “incentivizing troop-contributing countries to deploy more women”. During the [United Nations General Assembly Special Committee on Peacekeeping Operations \(C34\)](#) plenary and open debate, the United Kingdom noted its \$6 million contribution to the EIF to promote uniformed women’s participation.

Nine Member State’s events and policy discussions showcased the EIF and its work, including Mongolia’s International Women, Peace and Security Conference “Strengthening the Role of Women in Peacekeeping”, the first ever Latin American and Caribbean Ministerial Conference on United Nations Peace Operations hosted by Peru, and the Ambassadorial-Level Meeting of the Peacebuilding Commission on Women in Peace and Security. Four of these events were led by EIF fund recipients, including the launch of MOWIP reports by the Armed Forces of Liberia (AFL) and the Republic of Sierra Leone Armed Forces (RSLAF), UNIFIL’s inauguration of their gender-sensitive accommodation and facilities project, and the UAF launch of their EIF-funded project.

The EIF presented the results and impact of EIF-funded projects as part of the Elsie Initiative Global MOWIP Report launch organised by the Geneva Centre for Security Sector Governance (DCAF), Canada and Norway; UN Women also showcased EIF results and impact at a high-level event “When We Know Better, We Do Better – the Elsie Initiative and Improving Mission Environments,” organised by the International Peace Institute (IPI) and Canada.

Outcomes and outputs: Aggregated results

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

 **14** security institutions conducting a MOWIP in  **9** countries

To date, the EIF has supported 14 security institutions in nine countries to conduct a MOWIP assessment. During the conduct of these assessments, a total of 3,689 personnel were surveyed (1,331 women, 2,358 men) and 190 key decision-makers were interviewed (61 women, 129 men). While the conduct and implementation of the MOWIP methodology including the data collection and analysis phases have contributed to building the evidence base surrounding barriers to deployment, just as importantly the issue of gender itself has been brought to the fore across the organisation and contributed significantly to awareness-raising about gender issues within

each security institution.²⁰

In 2022, five security institutions published a MOWIP report²¹, with all T/PCCs committing to adopt measures to address some of the key barriers identified in their respective MOWIP reports. As of December 2022, the AFL and the RSLAF have undertaken four specific actions. In Sierra Leone, for example, following the launch of the MOWIP report, the RSLAF appointed the first female officer as a member of the Ministry of Defense decision-making committee and the first female battalion second-in-command. Key barriers identified in the AFL’s MOWIP report included the lack of a pool of eligible women for deployment and the lack of gender-sensitive infrastructure. To address some of these barriers, the AFL launched a recruitment campaign to encourage women to join and commenced renovations to barracks accommodation.

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

In 2021-2022, Ghana and Senegal contributed to Outcome 2 through the deployment of four GSUs: a military battalion from the GAF and three FPU from Senegal. Of interest, each of the GAF and Senegal’s National Gendarmerie and Police participated in the DCAF MOWIP pilot during 2019–2021. Senegal’s deployments led to an increase from 16 per cent to 18 per cent of women’s participation in the Senegal National Police FPU to MINUSMA, and from 4 per cent to 16 per cent of deployed women peacekeepers in each of the two gendarmerie FPUs to MONUSCO. Across these three units, five

²⁰ Fund recipient feedback provided under Chatham House Rules during three EIF-led MOWIP workshops conducted with T/PCCs, PUNOS and research partners; October 2022.

²¹ AFL, RSLAF, and Mexico – SEDENA, SEMAR and SSPC.

3,689 
personnel surveyed

190 
key decision-makers interviewed

women hold command-level positions including FPU commander and section commander positions, and 13 women hold technical positions. Ghana’s deployment led to an increase from 16 per cent to 19 per cent women’s participation including 15 women officers in Platoon Commander, Troop Leader appointments, and 150 women soldiers in a range of combat and technical positions.

While deployment figures cannot be attributable to EIF support, it is noteworthy that there has also been an increase in the deployment of uniformed women peacekeepers from two EIF-fund recipients that completed a MOWIP in 2022. Women represented 10 per cent of AFL peacekeepers deployed as of December 2022, compared to 8 per cent at project commencement in 2019. Similarly, the deployment of uniformed women by the RSLAF increased from 16 per cent in 2020 to 41.5 per cent in 2022. On the contrary, Mexico deployed 35 per cent women in December 2022, compared to 47 per cent at project commencement in 2021.²²

Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers

Of the 14 EIF-funded projects under implementation, eight – or 57 per cent aim to increase the pool of uniformed women eligible to deploy as United Nations peacekeepers through a wide range of activities, including roster creation, sensitization and awareness-raising, capacity-building/training for women and men, recruitment, promotion and career advancement for uniformed women, and construction of gender-sensitive infrastructure.

Roster creation and eligible pool. In 2022, the Senegal National Police established a roster of 202 uniformed women eligible to deploy as United Nations peacekeepers, of which 44 women were selected to deploy as part of an FPU. The pool of women eligible to deploy as IPOs to United Nations peacekeeping also increased in 2022, with

²² This decrease can be partially explained due to mission drawdowns and rotations between these two dates.

 A pool of **202** uniformed women police officers eligible to deploy as peacekeepers

39 of the 68 women police officers trained by the Senegal National Police and National Gendarmerie with EIF support, passing the United Nations Assessment for Mission (AMS) conducted by the Selection Assistance and Assessment Team (SAAT)²³, to deploy as individual police officers (IPOs) – representing a 57 per cent success rate.

Capacity-building on gender for security personnel. EIF support has also contributed to building the capacity of security personnel on gender issues within their security institution and in United Nations peacekeeping. A total of 815 women and men gendarmes from Senegal were trained on gender issues and sexual exploitation and abuse (SEA) prior to deployment to United Nations peace operations as FPU members. 109 women and men from the Togo Armed Forces (TAF) and Senegal National Police have also been trained on gender issues in the security sector and peacekeeping, including senior leadership and gender focal points, to constitute a pool of experts and to foster national ownership at the highest level of command.

Promotion and career advancement. Fostering women’s access to leadership positions is key to enabling their meaningful participation at all levels. In 2022, the EIF supported 60 women from the Senegal National Police to prepare for professional examinations to advance their careers in the police service, of whom 19 women passed officer and non-commissioned officer exams. Following the validation of Senegal National Police’s EIF-supported gender audit, senior leadership subsequently appointed eight women as heads of police stations in the Dakar area.

924 
security personnel trained on gender issues

²³ United Nations Police, Information for Individual Police Officers, <https://police.un.org/en/information-individual-police-officers>.

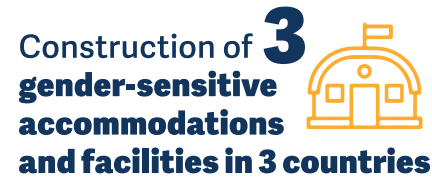
Recruitment, sensitization, and awareness-raising. Advancing the recruitment of women and challenging stereotypes about women’s roles within the military and the police service among broader populations can encourage women to join security institutions and increase the pool of uniformed women at the national level. The TAF and Senegal National Police have launched recruitment campaigns and sensitization activities with specific messaging to encourage women to join their ranks. For example, the TAF have sensitized 5,340 youths including 3,058 young women in



schools and universities, and 315 members of the media and civil society to raise awareness about opportunities for women in the security sector and to challenge gender stereotypes. The Senegal National Police also sensitized more than 555 young women and community members about women’s participation in the police service. A total of 60 women were then trained to prepare for entry-level examinations to join the police. These activities have also contributed to an increase from 16 per cent to 24 per cent of the number of women who applied to join the police service between 2019 and 2022.

Gender policy development. EIF-funded T/PCCs have also made progress in 2022 in developing gender policies. The Senegal National Gendarmerie developed its gender policy and strategy, which will be officially launched in 2023, and Senegal National Police developed a gender audit, which serves as the basis to develop a gender policy in 2023. These policies have the potential to foster structured and sustained change to mainstream gender in these security institutions. The EIF has requested to showcase these gender policies once published, as examples of good practices for other T/PCCs to consider.

Gender-sensitive infrastructure. The EIF is supporting the construction of three gender-sensitive facilities at the national level to increase the capacity of security institutions to accommodate women and their differentiated needs. Ongoing construction-related activities in 2022 included a day-care facility for the Senegal National Gendarmerie, a training centre with accommodation for women police officers of the Jordan Public Security Directorate (PSD), and accommodation facilities for women of the TAF.



Outcome 4: Improved working/living conditions for uniformed women peacekeepers in United Nations missions

One EIF-funded project within a United Nations mission that concluded in 2022 was designed to improve living conditions for deployed women. UNIFIL’s project included the construction of new accommodation, ablution, and welfare areas for women peacekeepers and was completed in September 2022²⁴. The project supported the GAF to deploy a GSU, with the number of women deployed by the GAF increasing from 16 per cent to 19 per cent. Survey results among Ghanaian women peacekeepers indicated that the new construction and facilities contributed to less overcrowding and an improved sense of privacy and well-being.






²⁴ The UNIFIL project incorporated the United Nations Department of Operational Support (DOS) “Elsie Initiative for Field Missions Facilities and Infrastructure” (EIFM) gender-sensitive infrastructure recommendations and guidelines for field missions.


Summary of key results

EIF OUTCOME 1: EXPANDED COUNTRY-SPECIFIC KNOWLEDGE OF BARRIERS TO DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS	
OUTCOMES	4 gender-sensitive measures taken to address key barriers by two T/PCCs following the MOWIP report launch ²⁵
OUTPUTS	14 security institutions ²⁶ conducting an EIF-funded MOWIP BA in
	9 countries ²⁷
	5 EIF-funded publicly available MOWIP reports ²⁸
	3,689 surveys with security institution personnel conducted (1,331 women; 2,358 men)
	190 interviews with key decision-makers conducted (61 women; 129 men)

²⁵ (i) AFL: renovation of housing barracks for women, and a recruitment campaigns targeted at women. (ii) RSLAF: Action plan development, appointment of women to senior leadership.
²⁶ (i) RCAF (2nd PR; 2022); (ii) Côte d’Ivoire Police (2nd PR; 2021); (iii) AFL (1st PR; 2021); (iv) Mexico Armed Forces, (v) Navy, and (vi) Police (1st PR; 2021); (vii) Niger Armed Forces and (viii) Police (1st PR; 2021); (ix) Senegal Armed Forces (2nd PR; 2022); (x) RSLAF (1st PR; 2021); (xi) SLP (1st PR; 2021); (xii) TAF (1st PR; 2021); (xiii) Togo Police (2nd PR; 2021); (xiv) UPF (2nd PR; 2022).
²⁷ (i) Cambodia; (ii) Côte d’Ivoire; (iii) Liberia; (iv) Mexico; (v) Niger; (vi) Senegal; (vii) Sierra Leone; (viii) Togo; (ix) Uganda Police Force.
²⁸ (i) AFL, (ii) Mexico Armed Forces, (iii) Navy, and (iv) Police; (v) RSLAF.

EIF OUTCOME 2: INCREASED MEANINGFUL DEPLOYMENT OF UNIFORMED WOMEN PEACEKEEPERS TO UNITED NATIONS PEACE OPERATIONS		
OUTCOMES	 GSU DEPLOYMENT	Increase from 4% (2020) to 16% (2022) of deployed women peacekeepers from each of the two Senegal National Gendarmerie FPU s to MONUSCO. One FPU was headed by the first woman FPU commander (2021). 2 women are in section or other command positions and 10 women hold technical roles.
		Increase from 16% (2020) to 18% (2022) of deployed women peacekeepers from the Senegal National Police FPU to MINUSMA. Two section commanders are women, and three women hold technical positions.
		Increase from 16% (2021) to 19% (2022) of deployed women peacekeepers from the Ghanaian battalion to UNIFIL, including platoon commander and section leader, with 15 women officers (out of 165 women)
OUTCOMES	 DEPLOYMENT FIGURES OF COMPLETED MOWIPS	Increase from 8% (2019) to 10% (2022) of deployed women peacekeepers from the AFL
		Increase from 16% (2020) to 42% (2022) of deployed women peacekeepers from the RSLAF
		Decrease from 47% (2021) to 35% (2022) of deployed women peacekeepers from Mexico's SEDENA and SEMAR

OUTPUTS	GSU	 3 security institutions from 2 T/PCCs approved to receive GSU premiums²⁹
		 4 GSU deployed³⁰

EIF OUTCOME 3: INCREASED POOL OF UNIFORMED WOMEN ELIGIBLE TO DEPLOY AS UNITED NATIONS PEACEKEEPERS		
OUTCOMES	 ELIGIBLE POOL	8 ongoing projects³¹ aimed at increasing the pool of uniformed women eligible to deploy as United Nations peacekeepers ³²
		Roster of 202 uniformed women eligible to deploy as United Nations peacekeepers (150 FPU and 52 IPOs) from the Senegal National Police , of which 44 women selected to deploy as FPU
		185 women trained to pass AMS-SAAT examinations, of whom 68 took the tests and 39 passed the tests – representing a 57% success rate³³




²⁹ In accordance with the GSU criteria set out in the EIF TOR, Section 3.5.

³⁰ Four GSUs deployed in 2021-2022: (i) GAF (UNIFIL); (ii) Senegal National Gendarmerie x2 (both to MONUSCO); and (iii) Senegal National Police (MINUSMA).

³¹ (i) GAF; (ii) Jordan PSD; (iii) Niger Armed Forces and Police; (iv) Senegal National Gendarmerie; (v) Senegal National Police; (vi) TAF, (vii) UAF; (viii) ZPS.

³² These eight projects include a wide range of activities: five include gender-sensitive infrastructure, seven include capacity-building/ gender training activities, four include the creation of a roster of women eligible to deploy, five include policy-development activities and six are for recruitment-related activities.

³³ Cumulative data for both Senegal National Police and National Gendarmerie.







OUTCOMES	 INTERNAL AWARENESS-RAISING AND CAPACITY BUILDING ON GENDER	815 personnel trained on gender issues and sexual abuse and exploitation prior to deployment to United Nations peace operations ³⁴
		109 personnel trained on gender issues in the security sector and peacekeeping, including senior leadership (35), gender focal points (54), and a pool of experts (20) ³⁵
	 PROMOTION	60 women trained to take professional exams to advance their career in the police service, of whom 19 passed national examinations (8 officers and 11 non-commissioned officers) ³⁶
		8 women appointed as heads of police stations following the development of an EIF-supported gender audit ³⁷
	 EXTERNAL SENSITIZATION AND RECRUITMENT	5,340 youths including 3,058 young women sensitized to join the TAF
		555 young women and community members sensitized about women's participation in the Senegal National Police service
		315 members of the media and civil society sensitized about women's participation in the TAF
		60 women trained to take entry-level examinations to join the Senegal National Police service

34 Senegal National Gendarmerie.

35 (i) Senegal National Police; (ii) TAF.

36 Senegal National Police.

37 Senegal National Police.




OUTCOMES	 EXTERNAL SENSITIZATION AND RECRUITMENT	Increase from 16% to 24% of the number of women who applied to join the Senegal National Police service
		91 women recruited into the Senegal National Gendarmerie (4.6 per cent)
OUTPUTS	ROSTER CREATION	 1 roster created and 1 gender database developed ³⁸
	POLICY DEVELOPMENT	 1 gender audit and 1 gender policy developed ³⁹
	RECRUITMENT	 2 recruitment campaigns launched that include messaging for women (3 radio programs, 3 TV programs, 1 film) ⁴⁰
	CAPACITY-BUILDING	 9 training courses on gender-responsive leadership, gender equality in national security institutions, United Nations examinations, and/or peacekeeping delivered by T/PCCs
	GENDER-SENSITIVE CONSTRUCTION	 3 ongoing gender-sensitive construction-related activities ⁴¹

38 Data from (i) Senegal National Police and (ii) TAF.

39 One gender audit by the Senegal National Police and one gender policy by the Senegal National Gendarmerie.

40 Senegal National Police and TAF.

41 (i) Senegal National Gendarmerie daycare, (ii) TAF gender-sensitive accommodation, and (iii) Jordan PSD women's accommodation and training centre are under construction in 2022.

EIF OUTCOME 4: IMPROVED WORKING/LIVING CONDITIONS FOR UNIFORMED WOMEN PEACEKEEPERS IN UNITED NATIONS MISSIONS	
OUTCOMES	 <p>72.5% (29/40) of women peacekeeper survey respondents from the Ghanaian battalion in UNIFIL indicated that they were satisfied with the construction of the gender-sensitive accommodation, ablution, and welfare area and indicated a stronger sense of privacy and safety, less overcrowding, and an improved sense of well-being</p>
	 <p>99% of women peacekeepers surveyed (39/40) believe that these improved living conditions can encourage more women peacekeepers to deploy to UNIFIL</p>
OUTPUTS	 <p>2 in-mission pilot projects to improve living conditions for uniformed women peacekeepers in UNIFIL and MINUSMA</p>



Senegal Police

Senegalese women police officers speaking to young women on the vital role women play in the police and United Nations peace operations at a 15-day international "Foire de Dakar" event (2023)

Part 2: Advocacy and Communications

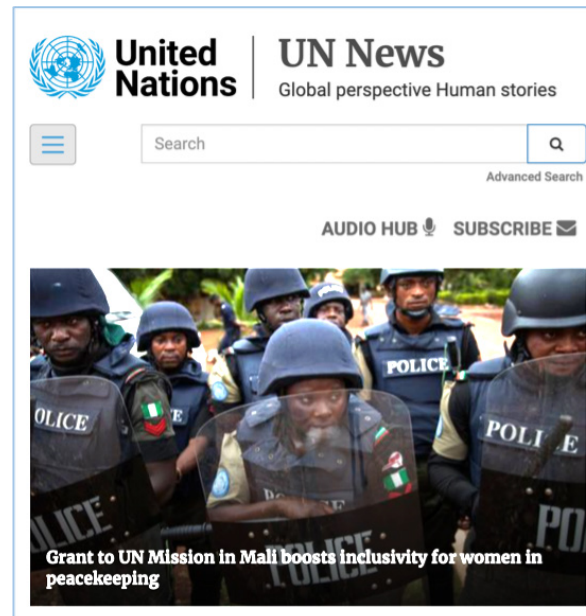
Throughout 2022, the Elsie Initiative Fund (EIF) saw continued growth and greater global exposure. As more projects commenced implementation, the EIF seized opportunities to showcase the impact of funded projects and advocate for uniformed women's meaningful participation in United Nations peace operations.

Impactful communications: Global outreach

The EIF enhanced its media presence through the development of dedicated communications plans⁴² and close collaboration with fund recipients and United Nations communications teams. In 2022, the EIF issued eight press releases⁴³, conducted proactive media outreach, and relayed EIF-related news through United Nations channels including United Nations News and press briefings. These efforts resulted in 192 news stories in 10 languages (Arabic, Bengali, English, French, Hindi, Italian, Khmer, Spanish, Swahili and Urdu), significantly contributing to enhanced knowledge about and awareness of the EIF.

⁴² EIF Communications and Outreach Strategy and Plan - <https://elsiefund.org/resources/elsie-initiative-fund-documents/>.

⁴³ (i). [Bangladesh Armed Forces](#)
(ii). [Cambodian Armed Forces](#)
(iii). [Ghana Armed Forces](#)
(iv). [Uganda Police Force](#)
(v). [Uruguay Armed Forces](#)
(vi). [MINUSMA](#)
(vii). [UNIFIL](#)
(viii). [EIF Annual Report 2021](#)



EIF funding announcement made headlines on UN News

The EIF also continued to advocate for the increased meaningful participation of uniformed women, on social media. By closely collaborating with the United Nations Department of Peace Operations and UN Women's social media teams, the EIF contributed to global campaigns to raise awareness of uniformed women peacekeepers' crucial contribution to building lasting peace, and to advocate for women's increased participation. The EIF also used its Twitter platform to inform and engage key stakeholders, including Troop and Police Contributing Countries (T/PCCs) and United Nations organizations, sharing timely programmatic updates, amplifying fund recipients' impactful work, and recognizing donors' vital support.

In addition, the EIF launched its quarterly newsletters this year, to feature milestone achievements and EIF-funded project highlights. Reaching over 1,200 key stakeholders including the international community, Member States, partners, donors, civil society, and academics, these newsletters increased the visibility of recipients' work and facilitated knowledge sharing on innovative and effective practices in increasing uniformed women's participation in security institutions and United Nations peacekeeping.

Driving further visibility, the EIF also provided strategic advice to fund recipients on enhancing the visibility of their work, including through several high-level events. In 2022, the EIF supported and participated in high-level launch events organized by four fund recipients: the Armed Forces of Liberia (AFL), the Republic of Sierra Leone Armed Forces (RSLAF), Uruguay Armed Forces (UAF), and the United Nations Interim Force in Lebanon (UNIFIL). With the participation of senior leadership from security institutions, government authorities, and the United Nations, these events raised global awareness of the work of fund recipients and highlighted the impact of EIF funding.

Building a knowledge hub: The EIF website

In the past year, the EIF has facilitated public access to data and information related to uni-

formed women in peacekeeping through updating its website (elsiefund.org). Built to be agile and user-friendly, the website incorporates tools and resources to keep users informed on the latest EIF developments. Through its innovative dashboard, the EIF website allows users to track actual deployment figures for uniformed women peacekeepers against the targets set out in the Department of Peace Operations Uniformed Gender-Parity Strategy 2018-2028.

With the goal of building a knowledge hub on uniformed women in peacekeeping, the EIF continued to expand its resource libraries during 2022. The website provides timely information and resources for prospective funding applicants as well as a snapshot of funded projects. It also features global and national barrier assessment reports, academic publications, and policy documents to inform the global community on the latest development in this field.




Captain Atupele Mbewe from Malawi during a photo session with female peacekeepers for the commemoration International Women's Day, Juba, South Sudan (2021)

Cumulative EIF Figures 2019-2022

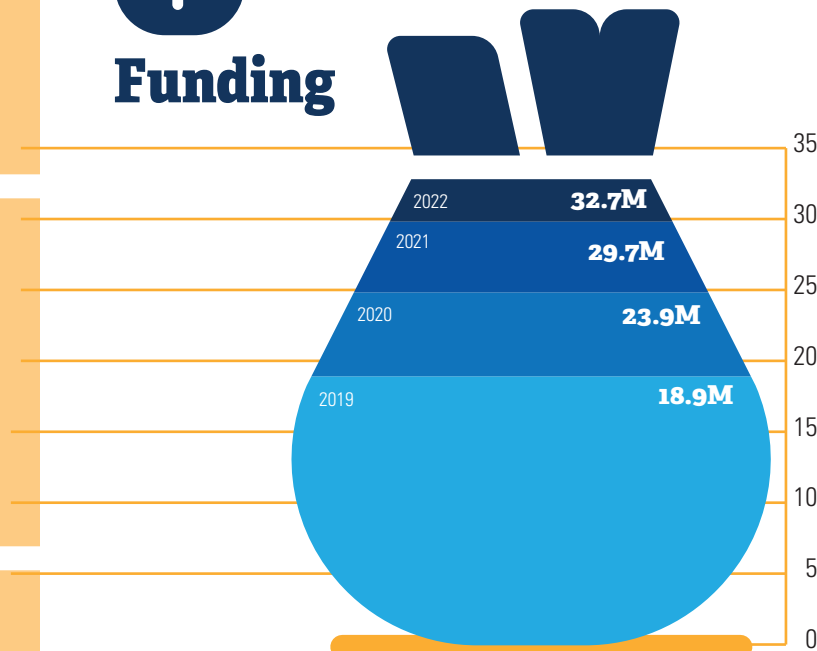
2 
programming rounds

US \$ 32.7M 
contributions and commitments

61 
Letters of Interest (LOI)
• 27 T/PCCs • 8 PUNOs

20 
approved proposals
• 8 T/PCCs • 12 PUNOs
- Including 2 UN missions


Funding



US \$ 18.9M initial donor contributions and commitments 2019

US \$ 5.9M new contributions 2020

US \$ 5.0M new contributions and commitments 2021


US \$ 2.9M new contributions 2022


LOIs received


Proposals invited for submission


Proposals approved


1ST PROGRAMMING ROUND


61 
• 19 T/PCCs
• 4 PUNOs

19 
T/PCCs

10 
• 4 BAs
• 6 flexible project funding
- 2 combined with BAs
- 2 combined with GSU premium

2ND PROGRAMMING ROUND

20 
• 16 T/PCCs
• 2 PUNOs

13 
• 11 T/PCCs
• 2 PUNOs

10 
• 5 BAs
• 5 flexible project funding
- 1 combined with GSU premium



UNMISS Photo / Isaac Billy

Peacekeepers give children the gift of education and a brighter future (2020)

Part 3

Part 3: Project Profiles

Since its inception, the EIF has funded 20 projects across 21 security institutions in 14 countries,⁴⁴ as well as two United Nations peacekeeping operations. In 2022, four of these projects were successfully completed, 11 are currently being implemented, and three are at the approved status. This part comprises a project profile for each funded project, which includes a summary of each of the projects' deliverables, budget, timeframe, and key results to date.

PROJECT KEY RESULTS

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

KEY RESULTS	
OUTCOME 1	OUTCOME 2
OUTCOME 3	OUTCOME 4

44 All T/PCCs with the exception of Uruguay are ODA eligible.

The deployment data in each project profile is as of 31 December 2022 and was obtained from the Department of Peace Operations (DPO) website.⁴⁵

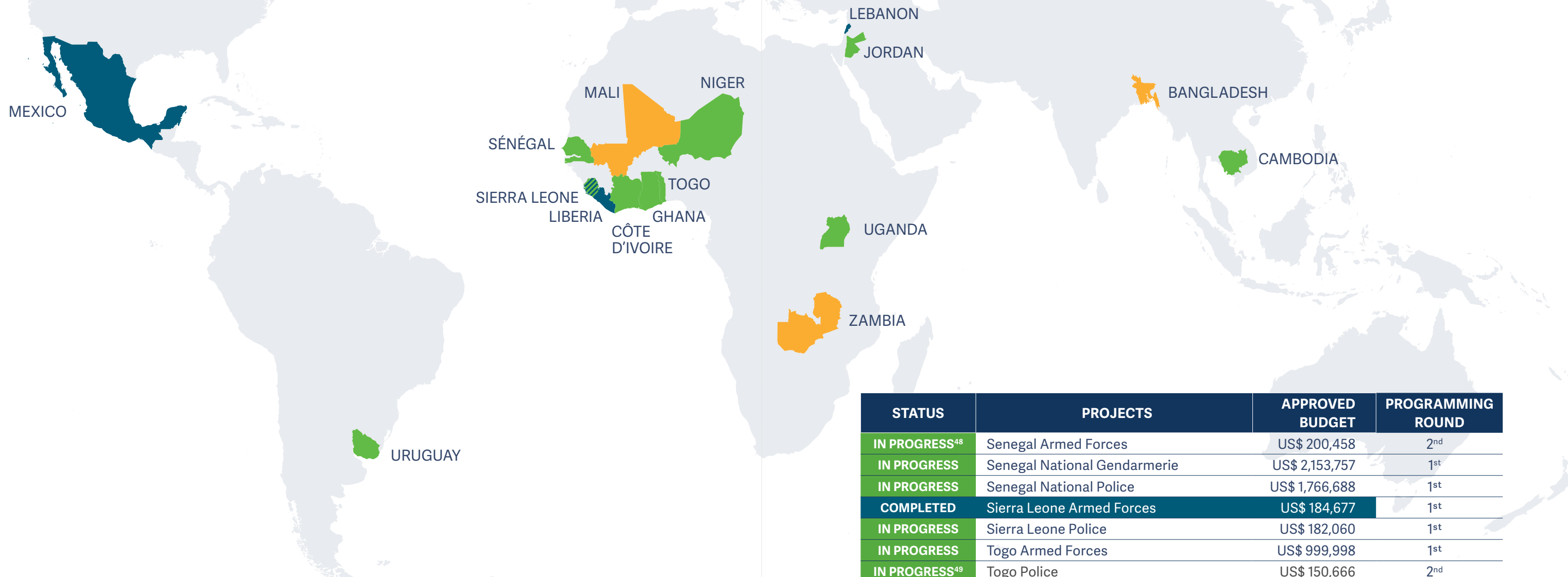
Of these 20 projects, the EIF has funded 14 Barrier Assessments (BA), all of which are using the DCAF - Measuring Opportunities for Women in Peace Operations (MOWIP) methodology. Eleven projects received flexible project funding (FPF) to conduct activities aimed at addressing specific barriers to the deployment of women. And, of these 11 projects, three include the deployment of one or more Gender-Strong Units (GSU), with a total of four GSUs having been deployed - two to the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO), one to the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA), and one to the United Nations Interim Force in Lebanon (UNIFIL), as of December 2022.

45 United Nations Peace Security Data Hub (<https://psdata.un.org/dataset/DPO-UCHISTORICAL>). Figures for UNIFIL and MINUSMA are from the United Nations Peacekeeping website: <https://peacekeeping.un.org/en/troop-and-police-contributors>.



MINUSMA / Gema Cortes

In Badiagara market, joint regular patrols are provided by UNPOL and Malian Security Forces which help build confidence among local community and contribute to durable peace in the area (2019)



STATUS	PROJECTS	APPROVED BUDGET	PROGRAMMING ROUND
APPROVED ⁴⁶	Bangladesh Armed Forces	US\$ 997,336	1 st
IN PROGRESS	Cambodian Armed Forces	US\$ 247,736	2 nd
IN PROGRESS	Côte d'Ivoire Police	US\$ 219,996	2 nd
IN PROGRESS	Ghana Armed Forces	US\$ 3,700,669	2 nd
IN PROGRESS	Jordan Public Security Directorate	US\$ 1,000,000	1 st
COMPLETED	Liberia Armed Forces	US\$ 120,000	1 st
COMPLETED	Mexico Armed Forces and Police	US\$ 318,736	1 st
IN PROGRESS ⁴⁷	Niger Armed Forces and Police	US\$ 996,052	1 st

46 Project to commence implementation in 2023.

47 Project status is at the inception stage.

STATUS	PROJECTS	APPROVED BUDGET	PROGRAMMING ROUND
IN PROGRESS ⁴⁸	Senegal Armed Forces	US\$ 200,458	2 nd
IN PROGRESS	Senegal National Gendarmerie	US\$ 2,153,757	1 st
IN PROGRESS	Senegal National Police	US\$ 1,766,688	1 st
COMPLETED	Sierra Leone Armed Forces	US\$ 184,677	1 st
IN PROGRESS	Sierra Leone Police	US\$ 182,060	1 st
IN PROGRESS	Togo Armed Forces	US\$ 999,998	1 st
IN PROGRESS ⁴⁹	Togo Police	US\$ 150,666	2 nd
IN PROGRESS	Uganda Police Force	US\$ 219,232	2 nd
IN PROGRESS	Uruguay Armed Forces	US\$ 1,105,678	2 nd
APPROVED ⁵⁰	Zambia Police Service	US\$ 932,072	2 nd
COMPLETED	The United Nations Interim Force in Lebanon (UNIFIL)	US\$ 357,181	2 nd
APPROVED ⁵¹	The United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA)	US\$ 1,499,623	2 nd

48 Project status is at the inception stage.

49 Project status is at the inception stage.

50 Project implementation to commence in 2023.

51 Project implementation to commence in 2023.

STATUS

APPROVED

1. The People's Republic of Bangladesh Armed Forces

The People's Republic of Bangladesh is the top Troop and Police Contributing Country (T/PCC) overall to United Nations peace operations and is also the highest Troop Contributing Country (TCC), deploying 6,728 military personnel – 421 (6.3 per cent) are women. The Bangladesh Armed Forces deploy 6,517 troops – 388 (6.0 per cent) are women, 159 Staff Officers (SO) – 26 (16.4 per cent) are women, and 52 United Nations Military Experts on Mission (UNMEM) – 7 (13.5 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 3
	Project Deliverable	Construction of a separate women's accommodation facility for 60 women peacekeepers. This will increase the capacity of the Bangladesh Armed Force's Institute of Peace Support Operation Training (BIPSOT) to train approximately 240 women peacekeepers per annum (four sessions per year)
	Project Approval Date	28 March 2022
	Total Approved EIF Budget	US\$ 997,336
	Funds transferred as of 31 December 2022	US\$ 0 (funds transfer anticipated Q2 2023)
	Beneficiary	Bangladesh Armed Forces – BIPSOT
	Fund Recipient	United Nations Office for Project Services (UNOPS)
	Project Duration	Two years

“Constructing a separate accommodation facility for women had become a pressing need in order to promote gender equity and facilitate women's participation in peacekeeping operations,”

Lieutenant General Waker-Uz-Zaman,
Principal Staff Officer, Armed Forces Division.

STATUS

IN PROGRESS

2. The Kingdom of Cambodia Armed Forces

The Kingdom of Cambodia is the 30th highest T/PCC to United Nations peace operations and the 27th highest TCC, deploying 762 military personnel – 126 (16.5 per cent) are women. The Royal Cambodian Armed Forces (RCAF) deploy 737 troops – 121 (16.4 per cent) are women, 18 SO – 3 (16.7 per cent) are women, and 7 UNMEMs – 2 (28.6 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1
	Project Deliverable	MOWIP BA report and recommendations
	Project Approval Date	6 April 2022
	Total Approved EIF Budget	US\$ 247,736
	Funds transferred as of 31 December 2022	US\$ 247,736
	Beneficiary	RCAF
	Fund Recipient	UN Women Cambodia
	Implementing Partners	Centre for Peace and Conflict Studies (CPCS), with support from the RCAF National Centre for National Centre for Peacekeeping Forces, Mines, and Explosive Remnants of War Clearance (NPMEC)
	Project start date	18 May 2022
	Project Duration	16 months

“From once a host nation of the United Nations Transitional Authority in Cambodia (UNTAC), Cambodia has transformed into an active troop contributing country in United Nations peacekeeping missions in Africa, the Middle East, and Europe. Since 2006, Cambodia has deployed 8,302 peacekeepers including 580 women to United Nations missions in nine countries. Amongst the priority sectors, the Royal Cambodian government promotes women's roles in leadership, peace and security,”

His Excellency Sokhonn Prak,
Deputy Prime Minister and Minister of Foreign Affairs and International Cooperation.

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

240 surveys

administered by the MOWIP enumerator team (214 men and 26 women)

STATUS

IN PROGRESS

3. The Republic of Côte d'Ivoire Police

The Republic of Côte d'Ivoire is the 19th highest T/PCC to United Nations peace operations and is the 17th highest Police Contributing Country (PCC). The Côte d'Ivoire Police deploys 92 Individual Police Officers (IPO) – 20 (21.7 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1
	Project Deliverable	MOWIP BA report and recommendations
	Project Approval Date	16 December 2021
	Total Approved EIF Budget	US\$ 219,996
	Funds transferred as of 31 December 2022	US\$ 219,996
	Beneficiary	Côte d'Ivoire Police
	Fund Recipient	UN Women Côte d'Ivoire
	Implementing Partner	Cellule d'Analyse des Politiques Economiques (CAPEC) du Centre Ivoirien de Recherches Economiques et Sociales (CIRES)
	Project start date	4 January 2022
	Project Duration	15 months



The completion of this study is a priority for our security sector reforms. In accordance with our country's international commitments, we have undertaken measures to correct the low participation of women in the security sector so that it is no longer a domain exclusive to males. Thus, the study is a great opportunity for us to have factual data in order to realize our commitment in integrating gender equality within our security sector and in our deployments to United Nations peace operations,

Mr. Gal Vagondo Diomandé,
Minister of Interior and Security.

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

 **380**
surveys

administered by the MOWIP enumerator team (267 men and 113 women)

 **27**
interviews

conducted with senior leadership, decision makers and program officers (19 men and 8 women)

STATUS

IN PROGRESS

4. The Republic of Ghana Armed Forces

The Republic of Ghana is the 7th highest T/PCC to United Nations peace operations and is also the 7th highest TCC, deploying 2,466 military personnel – 374 (15.2 per cent) are women. The Ghana Armed Forces (GAF) deploy 2,318 troops – 329 (14.2 per cent) are women, 100 SO – 28 (28 per cent) are women, and 48 UNMEMs – 17 (35.4 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcomes 2 and 3
	Project Deliverables	<ol style="list-style-type: none"> Deployment of one GSU (military battalion) to UNIFIL for a period of three years National recruitment campaign targeting women with a focus on addressing misconceptions and stereotypes about women in the GAF and promoting women's career opportunities including in combat and combat support corps Regional visits to secondary and tertiary institutions to conduct awareness-raising campaigns to encourage young women to join the GAF and address gendered roles that influence decisions to join the armed forces Construction of two women-only accommodation facilities: a 200-bed facility at the GAF Shai-Hills Army Recruit Training Centre (ARTC) and a 100-bed facility at the Daboya Training Camp
	Project Approval Date	1 September 2022
	Total Approved EIF Budget	US\$ 3,700,669
	Funds transferred as of 31 December 2022	US\$ 1,484,984
	Beneficiary and Fund Recipient	GAF – Kofi Annan International Peacekeeping Training Centre (KAIPTC)
	Implementing Partner	GAF KAIPTC
	Project start date	27 October 2022
	Project Duration	FPF – 22 months; GSU - three years


“ The deployment of UNIFIL GHANBATT 89 as the first ever GSU with 19.1% female participation has positively contributed to the meaningful participation of women in peace operations. To make this deployment meaningful, UNIFIL GHANBATT 89 women peacekeepers were deployed across the GSU, in combat, combat support and combat service support roles, in all positions including forward operational positions. Women peacekeepers were also deployed in leadership appointments including Medical Officer, Logistics Officer, Platoon Commander and Troop Leader, appointments that were usually a preserve for men.

The women have participated in foot and mobile patrols, observation point and check point duties as well as all logistics and administrative support duties. Particularly, the female members of the Engagement Platoon have been a force multiplier, impacting positively on the mandate achievement by providing alternate communication channels to reach all segments of the local population. The operations of the Engagement Platoon have enhanced the effectiveness of GHANBATT 89 Civil Military Coordination (CIMIC) operations and the Protection of Civilians (POC) mandate, ”


Lieutenant-Colonel Kwarteng,
GHANBATT 89 Commander.

KEY RESULTS

GSU DEPLOYMENT AND MEANINGFUL PARTICIPATION




1 GSU deployed
to UNIFIL in 2022



19% women's presentation

165 women (total battalion size of 862).



165 uniformed women

participated in the battalion's pre-deployment training and were fully integrated into the unit at all levels, including in leadership, combat and operational roles.

5. The Hashemite Kingdom of Jordan – Public Security Directorate

STATUS

IN PROGRESS

The Hashemite Kingdom of Jordan is the 35th highest T/PCC to United Nations peace operations and the 8th highest PCC, deploying 307 police officers – 28 (9.1 per cent) are women. Jordan's Public Security Directorate (PSD), which includes the Police, Civil Defence and Gendarmerie Directorates, deploys 130 IPO – 15 (11.5 per cent) are women, and 177 members of a Formed Police Unit (FPU) which includes 13 (7.3 per cent) women police officers.

EIF Results Framework	This project will contribute to EIF outcome 3
 Project Deliverables	<ol style="list-style-type: none"> Dedicated accommodation and training facility (32 beds plus a surge capacity of an additional 20 beds) constructed inside the Royal Police Academy campus to provide specialized training to 240 women annually for FPU deployment Pool of 100 women police officers eligible and trained for deployment to United Nations peace operations
 Project Approval Date	3 June 2021
 Total Approved EIF Budget	US\$ 1,000,000
 Funds transferred as of 31 December 2022	US\$ 1,000,000
 In-kind contribution	Additional costs of approximately US\$ 706,280 will be contributed by the PSD
 Beneficiary and Fund Recipient	PSD
 Project start date	18 November 2021
 Project Duration	Two years

“ From my leadership position as the PSD General Director - Assistant for Administration and Human Resources, we promise and are committed to strengthen the role of men in adopting thinking for gender equality, because equality concerns men, as well as women, and full commitment to gender equality on the part of men is a prerequisite that must be met to achieve equality between women and men. I also ask women in the PSD to have confidence and believe in themselves, to be motivated, to develop themselves and chart their future and career path, so that women and men can serve side by side in the performance of duty, ”

Brigadier General Dr. Mutasim Mahdi Abu Shatal,
Director Assistant for Administration and Human Resources.

KEY RESULTS

GENDER-SENSITIVE INFRASTRUCTURE

Construction of the **accommodation and training facility** for women police officers is



56%
complete



Photo: Jordan Public Security Directorate

EIF-funded accommodation and training facility for women police officers, Royal Police Academy of Jordan - Jordan Public Security Directorate (2022)

STATUS
COMPLETED

6. The Republic of Liberia Armed Forces

The Republic of Liberia is the 61st highest T/PCC to United Nations peace operations and the 56th highest TCC, deploying 167 military personnel – 17 (10.2 per cent) are women. The Armed Forces of Liberia (AFL) deploy 150 troops – 13 (8.7 per cent) are women, 12 SO – 2 (16.7 per cent) are women, and 5 UNMEMs – 2 (40 per cent) are women.

	EIF Results Framework	This project contributed to EIF outcome 1
	Project Deliverable	MOWIP BA report and recommendations
	Project Approval Date	22 January 2021
	Total Approved EIF Budget	US\$ 120,000
	Funds transferred as of 31 December 2022	US\$ 120,000
	Beneficiary	AFL
	Fund Recipient	UN Women Liberia
	Implementing Partner	Kofi Annan Institute for Conflict Transformation (KAICT)
	Project start date	3 March 2021
	Project Duration	18 months

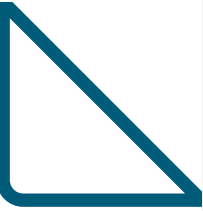
KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

<p>600 surveys administered by the MOWIP enumerator team (57 women and 543 men)</p>	<p>1 MOWIP Report⁵² launched on 10 September 2022</p>
<p>33 interviews conducted with senior leadership, decision makers and program officers (4 women and 29 men)</p>	<p>Impact: The AFL is undertaking several actions to address barriers identified in the MOWIP report, including through a major recruitment campaign encouraging women's participation and the renovation of housing barracks, including for women soldiers</p>

52 Armed Forces of Liberia, 2022 Report on Results of the Measuring Opportunities for Women in Peace Operations (MOWIP) Assessment : https://elsiefund.org/wp-content/uploads/2022/10/FINAL_MOWIP-Report-For-Liberia-AFL.pdf

The Republic of Liberia Armed Forces



MOWIP Report

KEY BARRIERS IDENTIFIED

RECOMMENDATIONS

1.

There are very few women in the AFL



Allocate resources to recruit and retain more women in the AFL

2.

Lack of access to adequate equipment, services, infrastructure, childcare and mental healthcare



Improve the conditions of barracks and provide more healthcare benefits and childcare subsidies, especially for single mothers

Improve access to mental healthcare services pre-, during, and post-deployment

3.

Lack of testing, computer, language and driving skills that are necessary for deployment



Provide additional training on language, driving, and computer use as part of predeployment training

4.

Lack of communications and awareness about AFL policies and processes on deployment opportunities and requirements



Ensure that information about opportunities and selection processes for deployment, as well as information about necessary skills and requirements, are made available to both men and women

“The research shows that there are already good practices in the AFL, which includes a gender policy. But the issue of capacity training expresses barriers that need to be considered to ensure the female soldiers have opportunities for peacekeeping.”

Professor T. Debey Sayndee,
Director of the Kofi Annan International Conflict Transformation at the University of Liberia.⁵³

“To ensure gender inclusiveness, we have increased the recruitment of more females into the strength of the AFL. We are therefore working to implement every recommendation of the report. Women’s participation is very critical to ensuring peace and security, something we take very seriously.”

Tibu Olandrus Dickson, Sr.,
Deputy Minister for Administration, Ministry of Defense.⁵⁴

⁵³ Judoemue M. Kollie, (2022), Liberia: AFL Releases Barrier Assessment Report for Women, Daily Observer, <https://www.liberianobserver.com/liberia-afl-releases-barrier-assessment-report-women>.

⁵⁴ Ibid.

STATUS
COMPLETED

7. Mexico Armed Forces and Police

Mexico is the 84th highest T/PCC to United Nations peace operations and the 79th highest TCC, deploying 23 military personnel – 8 (34.7 per cent) are women. Mexico’s Armed Forces deploy 5 troops – all men, 5 SO – all men, and 13 UNMEMs – 8 (61.5 per cent) are women.

EIF Results Framework	This project contributed to EIF outcome 1
Project Deliverable	Three (3) MOWIP BA reports and recommendations for the Ministry of National Defence – Army and Airforce (SEDENA), the Ministry of Navy (SEMAR), and the Ministry of Security and Citizen Protection (SSPC)
Project Approval Date	11 February 2021
Total Approved EIF Budget	US\$ 318,736
Funds transferred as of 31 December 2022	US\$ 318,736
Beneficiaries	SEDENA, SEMAR and SSPC
Fund Recipient	UN Women Mexico
Implementing Partners	Latin American Security and Defence Network (RESDAL) and the Universidad de las Americas (UDLAP)
Project start date	4 March 2021
Project Duration	24 months

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

1,235 surveys

administered by the MOWIP enumerator team (605 women and 630 men)

44 interviews

conducted with senior leadership, decision makers and program officers (17 women and 27 men)



3 MOWIP Reports⁵⁵ launched on 9 January 2023

⁵⁵ English and Spanish versions are available on the EIF webpage: <https://elsiefund.org/resources/mowip-reports/>.

Mexico Armed Forces and Police

MOWIP Report

KEY BARRIERS IDENTIFIED

RECOMMENDATIONS

1.

Lack of awareness in the public media about opportunities to join SEDENA



Strengthen public campaigns about gender stereotypes and masculinities

2.

Lack of specialized training including language and driving skills, to meet deployment requirements



Provide women with training in a second language and driving skills, to expand the eligible pool of uniformed women and encourage personnel to access training at the Centro de Entrenamiento Conjunto de Operaciones de Paz de Mexico (CECOPAM)

3.

Lack of access to information about deployment opportunities and United Nations deployment criteria and experience sharing among uniformed women



Increase the number of deployment opportunities available, improve the dissemination of information about deployment opportunities and selection processes for women and men in an equal and non-discriminatory manner, and raise the visibility of women's deployment experiences in United Nations peacekeeping operations

4.

Lack of knowledge of United Nations deployment criteria, and discrepancies between institutional and United Nations requirements to deploy, such as driving skills



Align and clarify United Nations criteria and institutional requirements for deployment, including knowledge, skills, training, and language needs

5.

Gender roles during deployment and lack of access to operational, technical, and leadership positions



Encourage equal participation in mission tasks during deployment

“ Mexico was the first country in Latin America to be selected by the Elsie Initiative Fund to analyse the barriers of women in peace operations...This work is a recognition of the work of women, drivers of peace, defenders of human rights and to ensure leadership in all decision-making processes on humanitarian, peace and security issues...and the need to work to dismantle all barriers that constitute a form of discrimination that prevent women’s equal participation in international peace and security processes, ”

Martha Delgado,
Under-Secretary for Multilateral Affairs
and Human Rights, Ministry of Foreign Affairs.⁵⁶



MINURSO / Josefina Paltán

Mexican peacekeeper deployed in the United Nations Mission for Western Sahara (2022)

⁵⁶ Gerardo Rodriguez, (January 2023), Despliegue de mujeres mexicanas en la ONU, El Heraldo, <https://heraldodemexico.com.mx/opinion/2023/1/16/despliegue-de-mujeres-mexicanas-en-la-onu-473653.html>.

STATUS
IN PROGRESS



8. The Republic of Niger Armed Forces and Police

The Republic of Niger is the 21st highest T/PCC to United Nations peace operations, deploying 946 personnel – 33 (3.5 per cent) are women. Niger is the 17th highest TCC, deploying 861 troops – 9 (1 per cent) are women, and 23 SO – 2 (8.7 per cent) are women. Niger is the 20th highest PCC, deploying 62 IPOs – 22 (35.5 per cent) are women.

EIF Results Framework	This project will contribute to EIF outcomes 1, 2 and 3
 EIF Results Framework	<ol style="list-style-type: none"> 1. Combined BA report and recommendations for the Niger Armed Forces and Police 2. Study on women’s interests and motivations for a career in the uniformed services 3. Development of a gender policy, strategy and action plan for the police and armed forces 4. Outreach to 10,000 women for a career in the uniformed services and training support to 200 women candidates for recruitment
 Project Deliverables⁵⁷	<ol style="list-style-type: none"> 5. Training for 100 women police officers on the United Nations Assessment in Mission Service – Selection, Assistance and Assessment Team (AMS-SAAT) examination, and 40 women soldiers on civil–military cooperation, engineering, signals, and other specialisations 6. Pool of 40 military women and 100 women police officers eligible and trained to be deployed to United Nations peace operations
 Project Approval Date	27 April 2021
 Total Approved EIF Budget	US\$ 996,052 ⁵⁸
 Funds transferred as of 31 December 2022	US\$ 996,052
 Beneficiaries	Niger Ministries of Defence and Interior
 Fund Recipient	UN Women Niger

⁵⁷ The project is at inception phase due to administrative and operational constraints.

⁵⁸ An amount of US\$ 162,155 will be used to support the deployment of IPOs through capacity building activities including training for women police officers on the AMS-SAAT examination.

	Implementing Partner	National Institute of Statistics (NIS)
	Project start date	14 July 2021
	Project Duration	27 months

“ The Nigerien government has made great strides in promoting women’s rights in the structures of the defence and security forces, but also in United Nations peace operations. The EIF project comes at the right time to support these efforts by providing short- and long-term solutions through a better understanding of the specific obstacles preventing the deployment of women in United Nations peace operations and increasing the pool of uniformed women who can be deployed as peacekeepers. The Government of Niger will spare no effort in achieving the results assigned to this project, ”

Mr. Alkassoum Indatou,
Minister of National Defence.



UN Women

Niger Elsie Initiative Fund Project Launch (2021)

STATUS
IN PROGRESS

9. The Republic of Senegal Armed Forces

The Republic of Senegal is the 9th highest T/PCC to United Nations peace operations and the 13th highest TCC, deploying 1,174 military personnel – 50 (4.3 per cent) are women. The Senegal Armed Forces deploy 34 SO – 2 (5.9 per cent) are women, and 5 UNMEMs – 1 (20 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1
	Project Deliverable	MOWIP BA report and recommendations
	Project Approval Date	22 April 2022
	Total Approved EIF Budget	US\$ 200,458
	Funds transferred as of 31 December 2022	US\$ 200,458
	Beneficiary and Fund Recipient	Senegal Armed Forces
	Implementing Partners	Agence nationale de la Statistique et de la Démographie (ANSD) and Centre des Hautes Études de Défense et de Sécurité (CHEDS)
	Project start date	10 November 2022
	Project Duration	14 months

“ The Elsie Initiative Fund provides timely support to reinforce priority activities to mainstream gender in the Senegalese Armed Forces, ”

General Cheikh Wade,
Joint Chief of Staff.

STATUS










IN PROGRESS

10. The Republic of Senegal National Gendarmerie

The Republic of Senegal is the 9th highest T/PCC to United Nations peace operations and the highest PCC, deploying 1,270 police officers – 184 (14.5 per cent) are women. The Senegal National Police and Gendarmerie deploy 1,223 members of FPUs – 163 (13.3 per cent) are women, and 47 IPOs – 21 (44.7 per cent) are women.

EIF Results Framework	This project will contribute to EIF outcomes 2 and 3
 Project Deliverables	<ol style="list-style-type: none"> Gender policy, awareness-raising workshop for decision-makers and training for staff Training of (a) 2,400 women for recruitment, (b) 160 women for promotions, (c) 30 women in leadership positions, (d) 186 women in preparation for the AMS-SAAT examinations, (e) 843 female and male officers for gender training for FPUs prior to deployment Pool of 140 to 150 women police eligible and trained for deployment to United Nations peace operations Deployment of three GSUs (FPU) per year for three years Awareness campaign for the recruitment of women aimed at receiving 1,500 female applications per year Day-care centre constructed at the National Gendarmerie
 Project Approval Date	23 December 2020
 Total Approved EIF Budget	US\$ 2,153,757 ⁵⁹
 Funds transferred as of 31 December 2022	US\$ 550,000
 Beneficiary and Fund Recipient	Senegal National Gendarmerie
 Implementing Partner	Femmes Africa Solidarité – Pan-African Centre for Gender, Peace and Development (FAS – PAC)
 Project start date	27 July 2021
 Project Duration	FPF - two years; GSUs – three years

59 An amount of US\$ 133,414 will be used to support the deployment of IPOs through capacity building activities including training for women police officers on the AMS-SAAT examination.

RESULTS		
GSU DEPLOYMENT AND MEANINGFUL PARTICIPATION	MEANINGFUL PARTICIPATION	POLICY DEVELOPMENT
 2 GSUs deployed to MONUSCO in 2021-2022 with  16% women's representation	A training course on gender issues and SEA/SH for each of  5 FPUs (540 female and male gendarmes) was delivered prior to deployment	 Gender Policy developed (to be launched in Q1 2023)
	GENDER-SENSITIVE INFRASTRUCTURE	RECRUITMENT
 One GSU was headed by the first women FPU commander to deploy to a peace operation in 2021	Construction of the day-care centre is  70% complete	 91 women recruited into the national gendarmerie – representing 4.6 per cent of recruit intake
		ELIGIBLE POOL
		32 women who attended pre-AMS-SAAT training with EIF support were selected to take the test and 19 women passed, which represents a  59% success rate among women who took the AMS-SAAT test

“The development of the gender policy, which is in progress, must be operationalised and implemented by all the personnel of the Gendarmerie. Proper monitoring of this policy, including the performance of staff and the accountability of commanding officers, will enable the gendarmerie to appropriately take gender into account at all levels. As such, all of us, women and men, in general, and the command-level, in particular, must understand that gender discrimination weakens our institutions,”









Cheffe d’escadron Mame Rokhaya Lo,
FPU Commander.

STATUS











IN PROGRESS





11. The Republic of Senegal National Police

The Republic of Senegal is the 9th highest T/PCC to United Nations peace operations and the highest PCC to United Nations peace operations, deploying 1,270 police officers – 184 (14.5 per cent) are women. The Senegal National Police and Gendarmerie deploy 1,223 members of FPU – 163 (13.3 per cent) are women, and 47 IPOs – 21 (44.7 per cent) are women.

EIF Results Framework	This project will contribute to EIF outcomes 2 and 3
 Project Deliverables	<ol style="list-style-type: none"> Gender audit of the police Gender policy, strategy and action plan and gender units established throughout the institution Training of (a) 150 women for recruitment; (b) 150 women eligible for promotion in the national police; (c) 300 women to prepare for the Senegalese internal selection process for FPU and United Nations examinations, and (d) 150 women to prepare for United Nations examinations to be deployed as IPOs Pool of 150 women eligible and trained for deployment in a United Nations peace operation: 100 as members of an FPU and 50 women IPOs Deployment of three GSUs (FPU) per year for three years Creation of a women police officers' association National communication strategy including a film documentary and community awareness activities
 Project Approval Date	23 December 2021
 Total Approved EIF Budget	US\$ 1,766,688 ⁶⁰
 Funds transferred as of 31 December 2022	US\$ 550,000
 Beneficiary and Fund Recipient	Senegal National Police
 Implementing Partner	Senegal National Police
 Project start date	27 July 2021
 Project Duration	FPF – 2 years; GSUs - three years

⁶⁰ An amount of US\$ 75,134 will be used to support the deployment of IPOs through capacity building activities including training for women police officers on the AMS-SAAT examination.

RESULTS		
GSU DEPLOYMENT AND MEANINGFUL PARTICIPATION	ROSTER CREATION AND ELIGIBLE POOL	PROMOTION WITHIN THE POLICE SERVICE
<p>One GSU deployed to MINUSMA with</p> <p> 18% women's representation at all levels</p> <p> 25 women trained prior to deployment with EIF support, to ensure their full integration into the unit</p>	<p>A roster created of</p> <p> 202 women trained and eligible for deployment: 150 as members of an FPU and 52 women as IPOs</p> <p> 44 women from the roster selected to deploy to MINUSCA and MONUSCO in 2022 / 2023</p>	<p> 8 women appointed as heads of police stations in Dakar (out of 21 police stations) following key recommendations from the gender audit</p> <p> 60 women trained in preparing for professional examinations to advance their career in the police service. 19 of these women (eight officers and 11 non-commissioned officers) passed the examinations – which represent a</p> <p> 32% success rate</p>
<p>POLICY DEVELOPMENT</p> <p> Gender Audit developed – which serves as the basis to develop a Gender Policy in 2023</p>		
<p>CAPACITY-BUILDING ON GENDER FOR SECURITY INSTITUTION PERSONNEL</p> <p> An advocacy workshop was held with 35 senior leadership personnel (10 women and 25 men) on how to advance women's participation within the police and United Nations peace-keeping. As a direct outcome of this meeting, the head of the national police signed a commitment letter with concrete recommendations to advance women's participation in the police</p> <p> 55.5% success rate among women who took the AMS-SAAT test</p>		

RESULTS	
EXTERNAL SENSITIZATION AND AWARENESS-RAISING	
 <p>Sensitization campaigns (three TV sessions, one radio program, one film)⁶¹ conducted with specific messaging to encourage women to join the police</p>	 <p>7 sensitization sessions</p> <p>with over 550 people including youths and community members to address gender stereotypes and encourage women to join the police service</p>
RECRUITMENT	
 <p>60 women trained</p> <p>in preparing for entry-level examinations to join the police service</p>	 <p>Increase in the number of women who applied to join the police from 16 per cent in 2019 to 24 per cent in 2022⁶²</p> <p>16% - 24%</p>

“ I salute the Elsie Initiative Fund which, through its capacity building activities, has helped me a lot in passing the examination to become a police officer. The project supported by the Elsie Initiative Fund propelled me and encouraged me in the preparation of the exam. During these capacity building sessions, I was trained in the different subjects on which the exam is based, namely general criminal law, public law and criminal procedure. The capacity building activity also helped me to believe in my abilities to climb the ladder. I am now ready to join the officer corps to deploy in peacekeeping operations, ”

Oumy Niang,
Police Officer.

61 Interview with Commissaire Guissé, project focal point at Info Matin, accessible at <https://www.youtube.com/watch?v=hn-rq8ch2Ev0> (August 2022) and radio interview at RFM Matin, accessible at <https://www.youtube.com/watch?v=nleixwcNXj0> (March 2022).

62 Results from the 2022 recruitment cycle will be released in 2023.



A medal ceremony was held at the Camp Jambaar of the Senegalese contingent SENFPU1 (2020)

MONUSCO / Kevin Jordan

“ Recommendations were made following the gender audit of the national police that was conducted as part of the project. Many of these recommendations are achievable and the national police is working towards integrating them. This is the case for the creation of a gender division in the national police, for example. Reforms are already underway to create a gender division in the Senegalese police and to accelerate the institutionalization of gender in the police service.

Regarding the recommendations on tactical and operational levels, the implementation of the project supported by the Elsie Initiative Fund has made it possible to organize tactical training for policewomen on shooting, handling weapons, and driving vehicles. During these trainings, police officers are also sensitized on sexual exploitation and abuse (SEA), ”

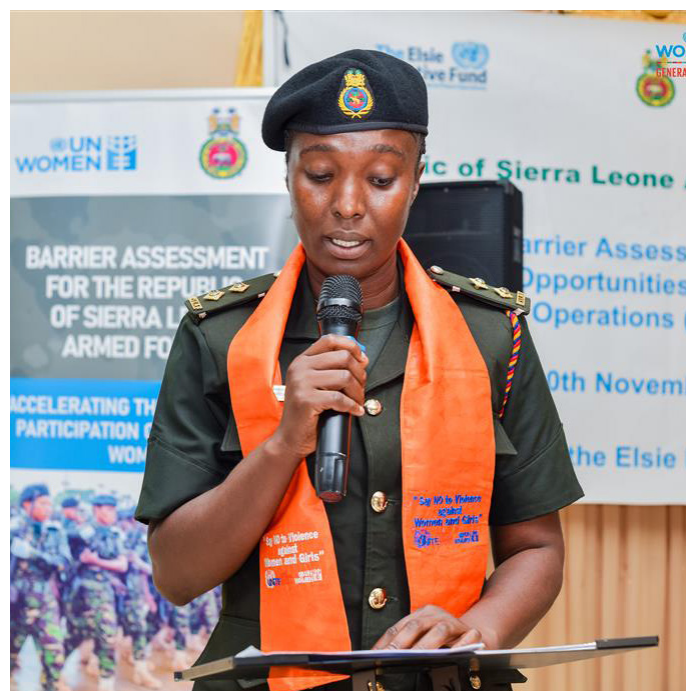
Commissaire Binetou Guissé,
Gender Focal Point.

STATUS
COMPLETED

12. The Republic of Sierra Leone Armed Forces

The Republic of Sierra Leone is the 67th highest T/PCC to United Nations peace operations, and the 64th highest TCC, deploying 41 military personnel – 17 (41.5 per cent) are women. The Republic of Sierra Leone Armed Forces (RSLAF) deploy 12 UNMEMs – 8 (66.7 per cent) are women, and 29 SO – 9 (31 per cent) are women.

	EIF Results Framework	This project contributed to EIF outcome 1
	Project Deliverable	MOWIP BA report and recommendations
	Project Approval Date	15 April 2021
	Total Approved EIF Budget	US\$ 184,677
	Funds transferred as of 31 December 2022	US\$ 184,677
	Beneficiary	RSLAF
	Fund Recipient	UN Women Sierra Leone
	Implementing Partner	University of Sierra Leone
	Project start date	17 May 2021
	Project Duration	19 months



UN Women Sierra Leone / Mariama Jusu-Koijia

Lieutenant Patricia Sheriff, RSLAF, speaking at the RSLAF MOWIP report launch, November 2022

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

385 surveys

administered by the MOWIP enumerator team (196 men and 189 women)



1 MOWIP Report⁶³

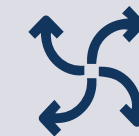
launched on 22 November 2022

30 interviews

conducted with senior leadership, decision makers and program officers (14 women and 16 men)



More than **500** senior leadership personnel and government officials attended three regional dissemination meetings to learn about the MOWIP report's key outcomes



Impact: RSLAF has developed a national strategy and action plan to address key barriers identified in the MOWIP report, appointed the first female officer as a member of the Ministry of Defense/RSLAF decision-making committee and appointed the first female battalion second-in-command

“ The report holds vital lessons for the Ministry of Defence (MoD) and RSLAF in renewing their attention to the barriers and imbalances that hold down the upward mobility of women in their quest for equality and meaningful participation in peace operations, ”

Lieutenant General P.K. Lavahun,
Chief of Defence Staff.⁶⁴

63 Republic of Sierra Leone Armed Forces 2022 Report on Results of the Measuring Opportunities for Women in Peace Operations (MOWIP) Assessment, available at: <https://elsiefund.org/wp-content/uploads/2022/12/RSLAF-MOWIP-FINAL-REPORT EIF.pdf>.

64 The Calabash Newspaper (December 2022), UN Women Supported Armed Forces Report on Opportunities Launched. <https://thecalabashnewspaper.com/un-women-supported-armed-forces-report-on-opportunities-launched/>.

The Republic of Sierra Leone Armed Forces

MOWIP Report

1.

KEY BARRIERS IDENTIFIED

Lack of women in senior leadership roles and **limited access to training**



RECOMMENDATIONS

Establish positive measures/quotas to promote women’s inclusion and reinforce their performance through courses and training to facilitate access to promotions

2.

Lack of childcare facilities for infants and young children and support to new mothers and pregnant women



Develop spaces, facilities, and policies for new/nursing mothers and pregnant women

3.

Women face health challenges that make retention difficult



Conduct a gendered needs assessment and address the specific health challenges of women

Invest in training female medical practitioners who could be deployed with contingents

STATUS

IN PROGRESS

13. The Republic of Sierra Leone Police

The Republic of Sierra Leone is the 67th highest T/PCC to United Nations peace operations and the 36th highest PCC. The Sierra Leone Police (SLP) deploy 21 IPOs – 19 (90.5 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1
	Project Deliverable	MOWIP BA report and recommendations
	Project Approval Date	15 April 2021
	Total Approved EIF Budget	US\$ 182,060
	Funds transferred as of 31 December 2022	US\$ 182,060
	Beneficiary	SLP
	Fund Recipient	UN Women Sierra Leone
	Implementing Partner	University of Sierra Leone
	Project start date	27 January 2022
	Project Duration	15 months

“As the Director of the Peacekeeping Department in the Sierra Leone Police, I’ll lobby with management to ensure that the deployment of female police officers is increased in future deployment opportunities. With this, the SLP could improve on its commitments in adhering to the 30 per cent quota provision [for women] in recruitment, promotions, postings, transfers and deployment opportunities, as enshrined in the SLP’s twin policies (Gender Mainstreaming and Sexual Exploitation, Abuse and Harassment),”

Retired AIG Gloria Tarawally,
Director Peacekeeping Operations Department.

“ Our organization as a security-oriented force wanting to match up with best international practices will upscale our effort to meet provisions made by international instruments on gender mainstreaming. Security issues are no more male dominated but also include women. As such, including women into management positions will positively impact service delivery hence making women confident interacting with the police, ”

Mrs. Elizabeth Turay,
Former Deputy Inspector General of Police.



UN Photo / JC McIlwaine

UN Police exhibited training activities implemented in partnership with local women at the UN-House Protection of Civilian site in Juba (2014)

STATUS
IN PROGRESS

14. The Republic of Togo Armed Forces

The Republic of Togo is the 15th highest T/PCC to United Nations peace operations and the 28th highest TCC, deploying 751 military personnel – 68 (9.1 per cent) women. The Togo Armed Forces (TAF) deploy 716 troops – 61 (8.5 per cent) are women, 7 UNMEMs – 3 (42.9 per cent) are women, and 28 SO – 4 (14.3 per cent) are women.

➔	EIF Results Framework	This project will contribute to EIF outcomes 1, 2 and 3
		<ol style="list-style-type: none"> 1. MOWIP BA report and recommendations 2. Gender database about women’s participation in peace operations 3. Gender policy and strategy and a five-year plan for the recruitment and training of women 4. Gender office within the Ministry of the Armed Forces, gender units within the Army and central directorates and a gender section in each military sector 5. Recruitment campaign to increase the number of female recruits to 10 per cent in the TAF
📦	Project Deliverables	<ol style="list-style-type: none"> 6. Preparatory training for 400 women candidates for the TAF entrance exams 7. Pool of 300 female soldiers eligible and trained for deployment to United Nations peace operations 8. Annual scholarships to 50 women for training and specialisation in military studies and peace operations 9. Two accommodation facilities for women (i) non-commissioned officers (NCO) national academy (28 beds), and (ii) national training centre (28 beds) 10. Mechanism to recognise women and men champions who distinguish themselves in the promotion of women’s rights
📅	Project Approval Date	14 July 2021
💰	Total Approved EIF Budget	US\$ 999,998
📈	Funds transferred as of 31 December 2022	US\$ 999,998








	Beneficiary and Fund Recipient	TAF
	Implementing Partners	United Nations Development Programme (UNDP) Togo, Centre Autonome d'Etudes et de Renforcement des Capacités pour le Développement au Togo (CADERDT)
	Project start date	16 September 2021
	Project Duration	Two years

“ We came to talk to young women about the presence of women in the Togolese army, their evolution, what they have become, and opportunities to join our ranks. To enable women to be empowered, they must have a job and this is an opportunity that is presented to them today to enter the army. I will say that in the past, the army was always considered to be often reserved for men. Today we have examples that women can also join the army. Women are not only in the army, but they are also advancing their career. We are here today at the rank of Lieutenant-Colonel - that means that they too can join the army, they can evolve and be fulfilled in their lives, ”

Lieutenant-Colonel Kenou,
Gender Focal Point, Linterview.info radio broadcast.

“ Through information and sensitization sessions, the project for the integration of gender and women’s empowerment (PIGAF) aims to change attitudes and stereotypes about the armed forces among the population by engaging the media and civil society actors, ”

Dr. Kossi Kpetigo,
PIGAF Project Coordinator, Linterview.info radio broadcast.

RESULTS		
EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT	CAPACITY-BUILDING ON GENDER FOR SECURITY INSTITUTION PERSONNEL	EXTERNAL SENSITIZATION AND RECRUITMENT
 415 surveys administered by the MOWIP enumerator team (264 men and 151 women)	 54 gender focal points trained in gender issues and addressing SEA/SH	Over 5,340 youth including 3,058 women sensitized to join the armed forces through information and recruitment campaigns in universities and high schools
 26 interviews conducted with senior leadership, decision makers and program officers as part of the MOWIP data collection process (3 women and 23 men)	 20 security personnel trained on gender and human rights to be part of a pool of experts within the armed forces	2 sensitization campaigns and awareness-raising sessions with 315 members from the media and civil society throughout the country about women’s participation in the armed forces and gender issues within the military
	ELIGIBLE POOL	
	 Gender database developed and piloted by Human Resources to identify women eligible for deployment	
	GENDER-SENSITIVE INFRASTRUCTURE	
	 Construction of 2 accommodation facilities for women in the Centre National d’Instruction in Kara (40 per cent complete) and the <i>Ecole Nationale des Sous-Officiers in Témédja</i> in progress (98 per cent complete)	 2 radio programs conducted about women’s roles within the armed forces and peacekeeping

STATUS

IN PROGRESS

15. The Republic of Togo Police

The Republic of Togo is the 15th highest T/PCC to United Nations peace operations and the 5th highest PCC, deploying 73 IPOs – 32 (43.8 per cent) are women, and 280 members of FPU – 27 (9.6 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1
	Project Deliverable	MOWIP BA report and recommendations
	Project Approval Date	15 December 2021
	Total Approved EIF Budget	US\$ 150,666
	Funds transferred as of 31 December 2022	US\$ 150,666
	Beneficiary and Fund Recipient	Togo Ministry of Security and Civil Protection
	Implementing Partners	UNDP Togo, Centre Autonome d'Études et de Renforcement des Capacités pour le Développement au Togo (CADERDT)
	Project start date	6 December 2022
	Project Duration	11 months

“ The role of women in our society in building peace, an essential condition for sustainable development, is undeniable. It is in this context that the participation of women in the security services in peacekeeping operations is a priority in our department. The increase in the number of women police officers will help alleviate the suffering of displaced populations, the most vulnerable of whom are women and children, ”

Brigadier General Yark,
Minister of Security and Civil Protection.

STATUS

IN PROGRESS

16. Uganda Police Force

The Republic of Uganda is the 33rd highest T/PCC to United Nations peace operations and the 32nd highest PCC. The Uganda Police Force (UPF) deploys 30 IPOs – 10 (33.3 per cent) are women.

	EIF Results Framework	This project will contribute to EIF outcome 1
	Project Deliverable	MOWIP BA report and recommendations
	Project Approval Date	12 January 2022
	Total Approved EIF Budget	US\$ 219,232
	Funds transferred as of 31 December 2022	US\$ 219,232
	Beneficiary	UPF
	Fund Recipient	UN Women Uganda
	Implementing Partner	Makerere University
	Project start date	8 February 2022
	Project Duration	12 months

“ The barrier assessment is a timely intervention as it will enable the UPF to understand the barriers to increasing women’s participation in the security sector and in peace operations and enable the UPF to formulate strategies to address the identified impediments, ”

Inspector General of Police,
John Martin Okoth-Ochola (esq).

KEY RESULTS

EXPANDED COUNTRY-KNOWLEDGE OF BARRIERS TO DEPLOYMENT

434
surveys

administered by the MOWIP enumerator team (244 men and 190 women)

30
interviews

conducted with senior leadership, decision makers and program officers (15 men and 15 women)

17. Uruguay Armed Forces

The Republic of Uruguay is the 17th highest T/PCC to United Nations peace operations and the 14th highest TCC, deploying 1,058 military personnel – 67 (6.3 per cent) women. The Uruguay Armed Forces deploy 1,025 troops – 59 (5.8 per cent) are women, 13 UNMEMs – 5 (38.5 per cent) are women, and 20 SO – 3 (15.0 per cent) are women.

➔	EIF Results Framework	This project will contribute to EIF outcomes 1 and 3
📦	Project Deliverables	<ol style="list-style-type: none"> 1. A study to understand obstacles to women’s participation in combat roles 2. Provision of transportation and education support to children of women, and men peacekeepers in single-parent households, to enable their deployment to United Nations peace operations 3. An outreach campaign targeting women within the UAF to raise awareness of deployment opportunities to United Nations peace operations 4. A communications campaign to recruit and retain women across all categories of the UAF 5. A mobile information and education team to inform and educate women about operational roles in peacekeeping and combat skills requirements
📅	Project Approval Date	23 August 2022
💰	Total Approved EIF Budget	US\$ 1,105,678
📈	Funds transferred as of 31 December 2022	US\$ 1,105,678
🛡️	Beneficiary	Uruguay Armed Forces
✉️	Fund Recipient	UN Women Uruguay
🤝	Implementing Partner	Uruguayan Agency of International Cooperation (AUCI)
📅	Project start date	6 September 2022
🕒	Project Duration	Two years

“ The Uruguayan Armed Forces are peace specialists and their members, when they participate in United Nations peace missions, are some of the best ambassadors the country has, ”

Javier Garcia,
Minister of National Defense.



Uruguayan peacekeeper (2012)

STATUS

APPROVED

18. Zambia Police Service

The Republic of Zambia is the 22nd highest T/PCC to United Nations peace operations and the 63rd highest PCC. The Zambia Police Service (ZPS) deploys 5 IPOs – one (20 per cent) is a woman.

EIF Results Framework	This project will contribute to EIF outcome 3
 Project Deliverables	<ol style="list-style-type: none"> 1. Construction of a women’s accommodation and day-care facility in the ZPS National Peacekeeping Training Centre 2. Establishment of a focal point network in the United Nations / African Union (UN/AU) Peace Support Operations (PSO) office 3. Development of an anti–sexual harassment, exploitation and abuse policy and gender-awareness training for ZPS senior leadership
 Project Approval Date	19 December 2022
 Total Approved EIF Budget	US\$ 932,072 ⁶⁵
 Funds transferred as of 31 December 2022	US\$ 932,072
 Beneficiary	ZPS
 Fund Recipient	UNDP Zambia
 Project start date	20 December 2022
 Project Duration	Two years

“ My Command appreciates the recognition of female officers as a ‘catalyst of systematic change within the Zambia Police Service. As Command, therefore, we take very seriously our role in driving policy reforms, ensuring gender mainstreaming and accountability for gender equality and women’s empowerment within our institution. I wish to assure you all of our continued commitment to do so, ”

Inspector General of Police, **Lemmy Kajoba**.

⁶⁵ An amount of US\$ 432,635 will be used to support the deployment of IPOs through the construction of a women’s accommodation and day-care facility in the ZPS peacekeeping training centre.








STATUS

COMPLETED

19. The United Nations Interim Force in Lebanon

UNIFIL is the 5th largest United Nations peace operation in terms of the number of uniformed personnel, with a total of 9,511 military personnel – 698 (7.3 per cent) are women. In relation to the number of military women deployed, UNIFIL ranks 4th overall, with 9,306 troops – 669 (7.2 per cent) are women and 205 SO – 29 (14.1 per cent) are women.

This project supports the commitment of the Republic of Ghana, which is the 3rd highest TCC in UNIFIL, to increase the deployment of women, through the construction of gender-sensitive accommodation and facilities for the Ghanaian battalion.

EIF Results Framework	This project contributed to EIF outcome 4
 Project Deliverables	Construction of gender-sensitive accommodation, ablutions, and welfare area in UNIFIL to support the GAF to deploy an increased number of uniformed Ghanaian women in the Ghanaian Battalion (GHANBATT)
 Project Approval Date	23 December 2021
 Total Approved EIF Budget	US\$ 357,181
 Funds transferred as of 31 December 2022	US\$ 357,181
 Beneficiary and Fund Recipient	UNIFIL
 Project start date	27 January 2022
 Project Duration	Nine months

KEY RESULTS

IMPROVED WORKING/LIVING CONDITIONS IN UNITED NATIONS MISSIONS



Construction of gender-sensitive accommodation,

ablutions, and welfare area to enable UNIFIL to accommodate an increased number of Ghanaian women peacekeepers (from 137 to 173)



72.5% women peacekeepers surveyed

(29/40) reported being satisfied with project deliverables, especially the ability to dress in private, the size of the rooms, and having somewhere safe to relax after the work day



Increase in the number of women peacekeepers from the Ghanaian battalion deployed from UNIFIL from

16% - 19% as of September 2022



99% women peacekeepers surveyed

(39/40) believe that these improved living conditions can encourage more women peacekeepers to deploy to UNIFIL

“ Our women peacekeepers participate in all types of operational activities, from de-mining to patrolling the Blue Line. We are proud to put this funding to use to remove some of the practical barriers that may deter women’s participation in our important work, ”

Major General Stefano Del Col,
UNIFIL Head of Mission and Force Commander.



Photo credit: Elsie Initiative Fund

EIF-funded new gender-sensitive accommodation and facilities constructed in UNIFIL (2022)

“ With the new common area, it means that ladies have time to ourselves and that improves the feeling of wellbeing, ”

Ghanaian woman peacekeeper, 2022.

“ The new accommodation is less crowded than the old accommodation – and that means you sleep better, and you get your energy back to be able to work, ”

Ghanaian woman peacekeeper, 2022.

STATUS
APPROVED

20. The United Nations Multidimensional Integrated Stabilization Mission in Mali

MINUSMA is the 4th largest United Nations peace operation in terms of the number of uniformed personnel, with a total of 1,604 police personnel – 271 (16.9 per cent) women. In relation to the number of women police deployed, MINUSMA ranks 3rd overall, with 282 IPOs – 79 (28 per cent) are women and 1,322 FPU – 192 (14.5 per cent) are women.

This project will support the commitments of the Republic of Nigeria, the Republic of Senegal, and the Republic of Togo to increase the deployment of women police, through the improvement and construction of gender – sensitive accommodation and facilities in four FPU camps.

➔	EIF Results Framework	This project will contribute to EIF outcome 4
📦	Project Deliverables	Construction and improvement of gender-sensitive accommodation, ablution, and welfare areas in four FPU camps to increase the capacity of camps to accommodate a minimum of 32 women per FPU by 2025
📅	Project Approval Date	7 December 2022
💰	Total Approved EIF Budget	US\$ 1,499,623
📅	Funds transferred as of 31 December 2022	US\$ 1,499,623
🛡️	Beneficiary and Fund Recipient	MINUSMA
📅	Project start date	19 December 2022
🕒	Project Duration	One year

“ Women’s ability to listen and exchange ideas is an undeniable asset for MINUSMA. They interact more easily with the civilian population, including women, in a cultural context where traditions limit contacts with men outside the family, ”

Bettina Patricia Boughani,
MINUSMA Police Commissioner.



UN Photo / Herve Sereffo

Senegalese Aviation Unit, MINUSCA. A peacekeeper checks the bolts on a helicopter (2018).

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

The Elsie Initiative Fund (EIF) continues to operate in an increasingly complex global environment. Despite the United Nations Secretary-General's efforts to revive discussions on reducing military spending in his 2022 report on Women and Peace and Security,⁶⁶ which set the ambitious goal of reversing the upward trajectory in global military spending in order to encourage greater investment in infrastructure and services that buttress human security, military spending continued to increase, and reached a new high of \$2240 billion in 2022.⁶⁷

With the EIF's Terms of Reference⁶⁸ (TOR) now extended beyond its initial 5-year pilot to 31 December 2025, as a priority, the EIF has requested for Member States to continue to provide additional funding to the EIF, and for Member States and the United Nations to continue to advocate for Troop and Police Contributing Countries (T/PCC) to engage with the EIF in the third and future programming rounds and to identify projects that

66 [S/2022/740](#) Report of the Secretary-General Women and Peace and Security, 5 October 2022.

67 Stockholm International Peace Research Institute, 2023, Total global military expenditure increased by 3.7 per cent in real terms in 2022, to reach a new high of \$2.24 trillion. [https://www.sipri.org/media/press-release/2023/world-military-expenditure-reaches-new-record-high-european-spending-surges#:~:text=World%20military%20expenditure%20reaches%20new%20record%20high%20as%20European%20spending%20surges,-24%20April%202023&text=\(Stockholm%2C%2024%20April%202023\),in%20at%20least%2030%20years.](https://www.sipri.org/media/press-release/2023/world-military-expenditure-reaches-new-record-high-european-spending-surges#:~:text=World%20military%20expenditure%20reaches%20new%20record%20high%20as%20European%20spending%20surges,-24%20April%202023&text=(Stockholm%2C%2024%20April%202023),in%20at%20least%2030%20years.)

68 EIF Terms of Reference, (2023), <https://elsiefund.org/wp-content/uploads/2023/03/EIF-TOR-2019-2025-FINAL-EN.pdf>.

would substantially and sustainably increase the numbers of women they deploy to United Nations peacekeeping missions.

At the Fund level, the EIF identified several challenges that impacted project implementation during 2022, resulting mainly in delays to project commencement and implementation. One of the key challenges faced after approval of an EIF project, is the lengthy process of reviewing, agreeing upon, and signing agreements and contracts. Agreements and/or contracts need to be in compliance with national and United Nations regulations before signing after which funds can be transferred from the MPTFO directly to a T/PCC or from a PUNO to an implementing partner. The EIF will continue to work with the MPTFO in 2023 to identify a way forward to rationalize administrative procedures for future programming rounds. The EIF will also continue to improve its own processes and communications to ensure that fund recipients are fully informed of these requirements and timeframes when invited to submit a detailed proposal to the EIF.

The EIF Operations Manual⁶⁹ was published in October 2022 and describes the EIF's operating principles, guidelines, and procedures that have been developed since the EIF's inception. The EIF also conducted a review of its internal processes in September 2022, and a Opportunities for Women in Peace Operations (MOWIP) lessons-observed workshop with fund recipients, T/PCC beneficiaries, and research partners in October 2022, and subsequently published the Measuring MOWIP emerging practices, challenges, and recommendations report on the EIF website.⁷⁰ The EIF will continue to seek and incorporate recommendations from stakeholders and partners to streamline and improve EIF processes, commencing with the EIF 2023 'call for proposals' application package; the EIF will also revise the EIF

69 EIF Operations Manual, (2022), <https://elsiefund.org/wp-content/uploads/2022/10/221021-EIF-OPS-MANUAL-V1.0-Published.pdf>.

70 EIF MOWIP Workshop Report, (2022), <https://elsiefund.org/wp-content/uploads/2023/01/221108-MOWIP-Workshop-Report-V2.pdf>.

Operations Manual in early 2024 to reflect these changes.

The importance of strong national ownership for both T/PCC-led and UN Women-led projects remains of the utmost importance, as was demonstrated by three T/PCCs that concluded their MOWIP barrier assessments in 2022: the Armed Forces of Liberia (AFL), the Republic of Sierra Leone Armed Forces (RSLAF) and Mexico's Armed Forces, Navy, and Police. A highly effective practice from each of these MOWIP projects was for the senior military and police personnel to visibly and genuinely demonstrate their strong commitment and support to the MOWIP process itself, which in most situations takes between 9-12 months to complete. The requirement for a project management team that includes members from the national institution with peacekeeping experience, alongside the conduct of regular project coordination meetings with and across all stakeholders, were also highlighted as effective practices during the conduct of these MOWIP assessments.

As noted in Part 1 of this annual report, the EIF made significant progress in refining the EIF Monitoring and Evaluation (M&E) Framework (MEF)⁷¹ and results framework, including the incorporation of these requirements into project quarterly reporting. This increased M&E focus throughout 2022 enabled the EIF to strengthen the way it measures the contributions of projects within its results framework, it also enabled the EIF to support the development of M&E capability with fund recipients.

During the compilation of the EIF 2021 Annual Report, the need for regular and frequent project updates to the EIF became apparent from an implementation perspective. Fund recipients have also welcomed this requirement, as the necessity to report raised the visibility of their EIF project

⁷¹ EIF Monitoring and Evaluation Framework, (2022), <https://elsiefund.org/wp-content/uploads/2022/10/221021-EIF-MEF-V1.0.pdf>.



Soldiers of the Togolese contingent of the UN Mission in Mali, MINUSMA, visit a village in the region of Mopti, to engage with the local population and provide medical care during military operation Furaji II (2018)

UN Photo / Harandane Dicko

and activities inside their own security institution and the requirement to highlight achievements and progress against their plans.

In addition to showcasing progress, quarterly reporting has identified areas where projects are in danger of substantial delay or stagnation, as well as approaches to reduce or mitigate these risks. While the EIF had planned to conduct on-site project monitoring missions in 2022 for Niger, Senegal, and Togo's flexible project funding projects, due to a number of factors outside of the EIF's control, these visits were subsequently deferred to 2023.

For flexible project funding projects that included the construction of accommodation, training, and/or child-care facilities, having a strong project management team that closely coordinates and regularly monitors the different components of the project (engineering, curriculum development, staff selection, recruitment, and finance), has been shown to be a highly effective practice, in the Jordan Public Security Directorate, Senegal Gendarmerie and the United Nations Interim Force in Lebanon (UNIFIL) projects. Additional details on each EIF-funded project including activities, outcomes, impact and human interest stories will progressively be added to the EIF web under the 'Projects Tab'.

The EIF also acknowledged the need to improve its information and advocacy initiatives in its 2021 Annual Report. As a result, the EIF now publishes a quarterly e-newsletter that includes highlights from quarterly check-ins with Fund recipients and is distributed to a database of over 1200 stakeholders. In 2023, a priority for the EIF is to further develop the EIF website⁷² to include detailed profiles on each EIF-funded project, to develop a monitoring and evaluation dashboard in concert with the MEF, and to implement its 2023 Communications, Advocacy, and Outreach Plan⁷³.

⁷² EIF Website, <https://elsiefund.org/>.

⁷³ Elsie Initiative Fund (EIF) Communications and Outreach Strategy and Plan 2023: https://elsiefund.org/wp-content/uploads/2023/05/EIF-Comms-and-Outreach-Strategy-2023_FINAL.pdf

Finally, and perhaps most importantly, the EIF will continue to collaborate with the United Nations and Member States to support the EIF's strategic advocacy activities including participating in the December 2023 Peacekeeping Ministerial in Ghana, as well as other opportunities such as the Group of Friends (GoF) on Women, Peace and Security, and at global and regional Peacekeeping Conferences.

As part of this collaboration and to support institutional gender mainstreaming and capacity building, the EIF also intends to conduct a series of webinars to facilitate the exchange of emerging practices by T/PCCs that have been supported by the EIF.



Jordanian peacekeeper (2021)

MONUSCO

Part 5: Consolidated Annual Financial Report

Introduction

This Consolidated Annual Financial Report of the Elsie Initiative Fund (EIF) is prepared by the United Nations Development Programme (UNDP) Multi-Partner Trust Fund Office (MPTF Office) in fulfillment of its obligations as Administrative Agent (AA), as per the terms of Reference (TOR), the Memorandum of Understanding (MOU) signed between the UNDP MPTF Office and the Participating Organizations, the Memorandum of Agreement (MOA) signed between the UNDP MPTF Office and Recipient National Governments, and the Standard Administrative Arrangement (SAA) signed with contributors.

The MPTF Office, as AA, is responsible for concluding an MOU with Participating Organizations, an MOA with Recipient National Governments, and SAAs with contributors. It receives, administers, and manages contributions, and disburses these funds to the Participating Organizations and Recipient National Governments. The AA prepares and submits annual consolidated financial reports, as well as regular financial statements, for transmission to stakeholders.

This consolidated financial report covers the period 1 January to 31 December 2022 and provides financial data on the progress made in the implementation of projects of the EIF. It is posted on the MPTF Office GATEWAY (<https://mptf.undp.org/fund/eif00>).

2022 Financial Performance

This section presents financial data and analysis of the EIF using the pass-through funding modality as of 31 December 2022. Financial information for this Fund is also available on the MPTF Office GATEWAY, at the following address: <https://mptf.undp.org/fund/eif00>.

Sources and uses of funds

As of 31 December 2022, nine contributors deposited US\$ 31,920,965 and US\$ 738,119 was earned in interest.

The cumulative source of funds was US\$ 32,659,084.

Of this amount, US\$ 14,087,919 has been net funded to four Recipient National Governments and four Participating Organizations, of which US\$ 5,598,499 has been reported as expenditure. The AA fee has been charged at the approved rate of 1 per cent on deposits and amounts to US\$ 319,210. Table 2 provides an overview of the overall sources, uses, and balance of the EIF as of 31 December 2022.

Table 2: Financial Overview, as of 31 December 2022 (in US Dollars)

	ANNUAL 2021	ANNUAL 2022	CUMULATIVE
Sources of Funds			
Contributions from donors	5,797,440	5,347,934	31,920,965
Sub-total Contributions	5,797,440	5,347,934	31,920,965
Fund Earned Interest and Investment Income	76,340	254,601	738,119
Total: Sources of Funds	5,873,780	5,602,535	32,659,084
Use of Funds			
Transfers to Participating Organizations	3,719,465	7,599,684	11,319,148
Net Funded Amount	3,719,465	7,599,684	11,319,148
AA Fees	57,974	53,479	319,210
Direct Costs	1,268,065	400,000	2,768,771
Bank Charges	579	518	1,883
Total: Uses of Funds	5,046,082	8,053,681	14,409,012
Change in Fund cash balance with AA			
Opening Fund balance (1 January)	19,873,521	20,701,218	-
Closing Fund balance (31 December)	20,701,218	18,250,073	18,250,073
Net Funded Amount (Includes Direct Cost)	4,987,529	7,999,684	14,087,919
Participating Organizations Expenditure (Includes Direct Cost)	1,226,579	3,703,956	5,598,499
Balance of Funds with Participating Organizations	3,760,951	4,295,728	8,489,420

Partner contributions

Table 3 provides information on cumulative contributions received from all contributors to this fund as of 31 December 2022.

The EIF is currently financed by nine contributors, as listed in Table 3.

Table 3 includes financial commitments made by the contributors through signed SAAs with an anticipated deposit date as per the schedule of payments by 31 December 2022 and deposits received by the same date. It does not include commitments that were made to the EIF beyond 2022.

Table 3: Contributions, as of 31 December 2022 (in US Dollars)

CONTRIBUTORS	TOTAL COMMITMENTS	PRIOR YEARS AS OF 31-DEC-2021 DEPOSITS	CURRENT YEAR JAN-DEC-2022 DEPOSITS	TOTAL DEPOSITS
Government of Australia	3,300,000	2,300,000	1,000,000	3,300,000
Government of Canada	13,018,331	13,018,331	-	13,018,331
Government of Denmark	500,000	300,000	200,000	500,000
Government of Finland	878,663	675,453	203,210	878,663
Government of Germany	2,000,000	2,000,000	-	2,000,000
Government of Netherlands	3,316,733	1,755,963	1,560,770	3,316,733
Government of Norway	915,546	507,517	408,029	915,546
Government of the Republic of Korea	500,000	-	500,000	500,000
Government of the United Kingdom	7,491,692	6,015,768	1,475,924	7,491,692
Grand Total	31,920,965	26,573,032	5,347,934	31,920,965

Interest earned

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

As of 31 December 2022, EIF earned interest amounted to US\$ 738,119.

No interest was received from Participating Organizations in 2022. The cumulative interest received is US\$ 738,119. Details are provided in Table 4.

Table 4: Sources of Interest and Investment Income, as of 31 December 2022 (in US Dollars)

INTEREST EARNED	PRIOR YEARS AS OF 31-DEC-2021	CURRENT YEAR JAN-DEC-2022	TOTAL
AA			
Fund Earned Interest and Investment Income	483,518	254,601	738,119
Total: Fund Earned Interest	483,518	254,601	738,119
Participating Organization			
Total: Agency Earned Interest	-	-	-
Grand Total	483,518	254,601	738,119

Transfer of funds

Allocations to Participating Organizations and Recipient National Governments are approved by the Steering Committee and disbursed by the AA. As of 31 December 2022, the AA had transferred US\$ 11,319,148 to Participating Organizations and Recipient National Governments (see list below).

Table 5 provides additional information on the refunds received by the MPTF Office, and the net funded amount for each of the Participating Organizations and Recipient National Governments.

Table 5: Transfer, Refund, and Net Funded Amount by Participating Organization (in US Dollars)

RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	PRIOR YEARS AS OF 31-DEC-2021			CURRENT YEAR JAN-DEC-2022			TOTAL		
	TRANSFERS	RE-FUNDS	NET FUNDED	TRANSFERS	REF-UNDS	NET FUNDED	TRANSFERS	RE-FUNDS	NET FUNDED
Government of Senegal	600,000	-	600,000	700,458	-	700,458	1,300,458	-	1,300,458
Government of Jordan - Ministry of Planning and International Cooperation	1,000,000	-	1,000,000	-	-	-	1,000,000	-	1,000,000
Government of Ghana – Ministry of Finance	-	-	-	1,484,984	-	1,484,984	1,484,984	-	1,484,984

RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	PRIOR YEARS AS OF 31-DEC-2021			CURRENT YEAR JAN-DEC-2022			TOTAL		
	TRANSFERS	RE-FUNDS	NET FUNDED	TRANSFERS	REF-UNDS	NET FUNDED	TRANSFERS	RE-FUNDS	NET FUNDED
Government of Togo – Ministry of Economy and Finance	500,000	-	500,000	650,664	-	650,664	1,150,664	-	1,150,664
MINUSMA - Multidimensional Integrated Stabilization Mission in Mali	-	-	-	1,499,623	-	1,499,623	1,499,623	-	1,499,623
UN Women	1,619,465	-	1,619,465	1,974,702	-	1,974,702	3,594,167	-	3,594,167
UNDP	507,517	-	507,517	932,072	-	932,072	932,072	-	932,072
UNIFIL - United Nations Interim Force in Lebanon	-	-	-	357,181	-	357,181	357,181	-	357,181
Grand Total	3,719,465	-	3,719,465	7,599,684	-	7,599,684	11,319,148	-	11,319,148



Visit displaced people seeking refuge in Adidiyang, Upper Nile, following recent clashes in Tonga (2022)

Expenditure and financial delivery rates

All final expenditures reported are submitted as certified financial information by the Headquarters of the Participating Organizations and Recipient National Governments. These were consolidated by the MPTF Office.

Joint programme/ project expenditures are incurred and monitored by each Participating Organization and Recipient National Government and are reported to the AA as per the agreed-upon categories for inter-agency harmonized reporting. Recipient National Governments report and submit expenditures to the MPTF Office through the EIF Secretariat. The expenditures are reported via the MPTF Office's online expenditure reporting tool. The 2022 expenditure data has been posted on the MPTF Office GATEWAY at <https://mptf.undp.org/fund/eif00>.

Expenditure reported by Participating Organization

In 2022, US\$ 7,599,684 was net funded to Participating Organizations and Recipient National Governments, and US\$ 2,754,319 was reported in expenditure.

As shown in Table 6, the cumulative net funded amount is US\$ 11,319,148, and cumulative expenditures reported by the Participating Organizations and Recipient National Governments amount to US\$ 3,221,726. This equates to an overall Fund expenditure delivery rate of 28.46 per cent.

Table 6: Net Funded Amount and Reported Expenditures by Participating Organization / Recipient National Government, as of 31 December 2022 (in US Dollars)

RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	APPROVED AMOUNT	NET FUNDED AMOUNT	EXPENDITURE			DELIVERY RATE %
			PRIOR YEARS AS OF 31-DEC-2021	CURRENT YEAR JAN-DEC-2022	CUMULATIVE	
Government of Jordan - Ministry of Planning and International Cooperation	1,000,000	1,000,000	5	481,087	481,092	48.11

RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	APPROVED AMOUNT	NET FUNDED AMOUNT	EXPENDITURE			DELIVERY RATE %
			PRIOR YEARS AS OF 31-DEC-2021	CURRENT YEAR JAN-DEC-2022	CUMULATIVE	
MINUSMA - Multidimensional Integrated Stabilization Mission in Mali	1,499,623	1,499,623	-	-	-	-
Government of Ghana - Ministry of Finance	3,700,669	1,484,984	-	-	-	-
Government of Senegal	4,120,903	1,300,458	87,509	470,673	558,182	36.3
Government of Togo – Ministry of Economy and Finance	1,150,664	1,150,664	6,084	483,062	489,146	42.51
UNDP	932,072	932,072	-	-	-	-
UNIFIL - United Nations Interim Force in Lebanon	357,181	357,181	-	311,032	311,032	87.08
UN Women	3,594,167	3,594,167	373,808	1,008,465	1,382,273	38.46
Grand Total	16,355,278	11,319,148	467,407	2,754,319	3,221,726	28.46

Expenditures Reported by Category

Project expenditures are incurred and monitored by each Participating Organization/Recipient National Government and are reported as per the agreed categories for inter-agency harmonized reporting. In 2006 the United Nations Development Group (UNSDG) established six categories against which United Nations entities must report inter-agency project expenditures. Effective 1 January 2012, the United Nations Chief Executive Board (CEB) modified these categories as a result of the International Public Sector Accounting Standards (IPSAS) adoption to comprise eight categories.

Table 7: Expenditure by UNSDG Budget Category, as of 31 December 2022 (in US Dollars)

CATEGORY	EXPENDITURE			PERCENTAGE OF TOTAL PROGRAMME COST
	PRIOR YEARS AS OF 31-DEC-2021	CURRENT YEAR JAN-DEC-2022	TOTAL	
Staff & Personnel Cost	55,692	202,353	258,044	8.70
Supplies, commodities, and materials	41,727	245,355	287,082	9.68
Equipment, vehicles, furniture, and depreciation	6,946	599,852	606,798	20.46
Contractual Services Expenses	121,125	953,705	1,074,830	36.24
Travel	88,449	269,956	358,405	12.08
Transfers and Grants	-	119,631	119,631	4.03
General Operating	47,521	213,933	261,454	8.81
Programme Costs Total	361,461	2,604,785	2,966,246	100.00
Indirect Support Costs Total ⁷⁴	105,946	149,534	255,480	8.61
Grand Total	467,407	2,754,319	3,221,726	-

Cost recovery

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

The policies in place, as of 31 December 2021, were as follows:

The AA fee: 1 per cent is charged at the time of contributor deposit and covers services provided on that contribution for the entire duration of the EIF. In the reporting period US\$ 53,479 was deducted in AA-fees. Cumulatively, as of 31 December 2022, US\$ 319,210 has been charged in AA-fees.

Indirect Costs of Participating Organizations: Participating Organizations may charge 7 per cent indirect costs. In the current reporting period US\$ 149,534 was deducted in indirect costs by Participating Organizations. Cumulatively, indirect costs amount to US\$ 255,480 as of 31 December 2022.

⁷⁴ Indirect Support Costs charged by Participating Organizations, based on their financial regulations, can be deducted up-front or at a later stage during implementation. The percentage may therefore appear to exceed the 7 per cent agreed-upon for on-going projects. Once projects are financially closed, this number is not to exceed 7 per cent.

Accountability and transparency

In order to effectively provide fund administration services and facilitate monitoring and reporting to the United Nations system and its partners, the MPTF Office has developed a public website, the MPTF Office Gateway (<https://mptf.undp.org>). Refreshed in real time every two hours from an internal enterprise resource planning system, the MPTF Office Gateway has become a standard setter for providing transparent and accountable trust fund administration services.

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

Direct costs

The EIF's governance mechanism may approve an allocation to a Participating Organization to cover costs associated with Fund coordination covering overall coordination, and fund level reviews and evaluations. These allocations are referred to as 'direct costs'. In the reporting period, direct costs charged to the EIF amounted to US\$ 400,000. Cumulatively, as of 31 December 2022, US\$ 2,768,771 has been charged as Direct Costs.

Table 8: Direct costs

PARTICIPATING ORGANIZATION	CURRENT YEAR NET FUNDED AMOUNT	CURRENT YEAR EXPENDITURE	TOTAL NET FUNDED AMOUNT	TOTAL EXPENDITURE
UN Women	400,000	949,637	2,768,771	2,376,773
Total	400,000	949,637	2,768,771	2,376,773

Expenditure by Project within each EIF Outcome

Table 9 displays the net funded amounts, expenditures reported, and the financial delivery rates by EIF outcome, by project/ joint programme, Participating Organization, and Recipient National Government.

Table 9: Expenditure by Project by each EIF Outcome

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 1: Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to United Nations peace operations – Barrier Assessment (BA)							
00131920	Cambodian Armed Forces - BA	UN Women	On Going	247,736	247,736	62,813	25.35
00129892	Côte d'Ivoire Police - BA	UN Women	On Going	219,996	219,996	133,657	60.75
00126177	Liberia Armed Forces - BA	UN Women	On Going	120,000	120,000	119,999	100.00
00126207	Mexico Armed Forces, Navy, and Police - BA	UN Women	On Going	318,736	318,736	318,736	100.00
00127038	Sierra Leone Armed Forces - BA	UN Women	Operationally Closed	184,677	184,677	180,386	97.68
00130292	Sierra Leone Police - BA	UN Women	On Going	182,060	182,060	140,557	77.20
00133799	Senegal Armed Forces - BA	Senegal Government	On Going	200,458	200,458	-	-
00134178	Togo Police - BA	Togo Government (Ministry of Economy and Finance)	On Going	150,666	150,666	54	0.04
00130253	Uganda Police Force - BA	UN Women	On Going	219,232	219,232	112,201	51.18
Outcome 1: Total				1,843,560	1,843,560	1,068,402	57.95

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations							
00127850	Senegal National Police: gender audit and policy, training, communications and 3 x GSU	Senegal Police	On Going	1,766,688	550,000	296,938	53.99
00127852	Senegal National Gendarmerie: gender policy, training, day-care, awareness training and 3 x GSU	Senegal Gendarmerie	On Going	2,153,757	550,000	261,244	47.5
00133208	Uruguay Armed Forces: outreach, transport and education support, and communications campaign	UN Women	On Going	1,105,678	1,105,678	86,737	7.84
Outcome 2: Total				5,026,123	2,205,678	644,919	29.24

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers.							
00129307	Jordan Public Security Directorate (PSD) Police: Women Qualification and Accommodation Center	Jordan Government (Ministry of Planning and International	On Going	1,000,000	1,000,000	481,092	48.11
00127856	Niger Armed Forces and Police: BA, gender policy, training, and outreach	UN Women	On Going	996,052	996,052	227,188	22.81
00128648	Togo Armed Forces: BA, gender policy and 5-year strategy, recruitment campaign, 2 women accommodation centers	Togo Government (Ministry of Economy and Finance)	On Going	999,998	999,998	489,093	48.91

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers.							
00133686	Ghana Armed Forces: Accommodation, communications, recruiting, and 1 x GSU	Ghana Government (Ministry of Finance)	On Going	3,700,669	1,484,984	-	-
00134376	Zambia Police Service: women's accommodation, daycare, anti-sexual harassment, exploitation and abuse policy	UNDP	On Going	932,072	932,072	-	-
Outcome 3: Total				7,628,792	5,413,107	1,197,373	22.12

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	PROJECT STATUS	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Outcome 4: Improved working/living conditions for uniformed women peacekeepers in United Nations missions							
00130288	Gender-Sensitive Accommodation Infrastructure	UNIFIL - United Nations Interim Force in Lebanon	Operationally Closed	357,181	357,181	311,032	87.08
00134341	Gender-Sensitive Accommodation Infrastructure	MINUSMA - Multidimensional Integrated Stabilization Mission in Mali	On Going	1,499,623	1,499,623	-	-
Outcome 4: Total				1,856,803	1,856,803	311,032	16.75

GRAND TOTAL				16,355,278	11,319,148	3,221,726	28.46
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Expenditure by Project grouped by Country

Table 10 displays the net funded amounts, expenditures reported and the financial delivery rates by Country by project/ joint programme and Participating Organization

Table 10: Expenditure by project grouped by country

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Cambodia						
00131920	Cambodian Armed Forces: BA	UN Women	247,736	247,736	62,813	25.35
Cambodia: Total			247,736	247,736	62,813	25.35
Ivory Coast						
00129892	Côte d'Ivoire Police: BA	UN Women	219,996	219,996	133,657	60.75
Côte d'Ivoire: Total			219,996	219,996	133,657	60.75
Ghana						
00133686	Ghana Armed Forces: Accommodation, communications, recruiting and 1 x GSU	Ghana Government	3,700,669	1,484,984	-	-
Ghana: Total			3,700,669	1,484,984	-	-
Jordan						
00129307	Jordan PSD (Police): Women's Qualification and Accommodation Center	Jordan Government	1,000,000	1,000,000	481,092	48.11
Jordan: Total			1,000,000	1,000,000	481,092	48.11
Lebanon						
00130288	Gender-Sensitive Accommodation Infrastructure	UNIFIL - United Nations Interim Force in Lebanon	357,181	357,181	311,032	87.08
Lebanon: Total			357,181	357,181	311,032	87.08

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Liberia						
00126177	Liberia Armed Forces: BA	UN Women	120,000	120,000	119,999	100.00
Liberia: Total			120,000	120,000	119,999	100.00

Mali						
00134341	Gender-Sensitive Accommodation Infrastructure	MINUSMA-Multidimensional Integrated Stabilization Mission in Mali	1,499,623	1,499,623	-	-
Mali: Total			1,499,623	1,499,623	-	-

Mexico						
00126207	Mexico Armed Forces, Navy, and Police: BA	UN Women	318,736	318,736	318,736	100.00
Mexico: Total			318,736	318,736	318,736	100.00

Niger (the)						
00127856	Niger Armed Forces and Police: BA, gender policy, training and outreach	UN Women	996,052	996,052	227,188	22.81
Niger (the): Total			996,052	996,052	227,188	22.81

Senegal						
00133799	Senegal Armed Forces: BA	Senegal Government	200,458	200,458	-	-
00127852	Senegal National Gendarmerie: gender policy, training, day-care, awareness training and 3 x GSU	Senegal Government	2,153,757	550,000	261,244	47.5
00127850	Senegal National Police: gender audit and policy, training, communications and 3 x GSU	Senegal Government	1,766,688	550,000	296,938	53.99
Senegal: Total			4,120,903	1,300,458	558,182	42.92

PROJECT NO	PROJECT TITLE	RECIPIENT NATIONAL GOVERNMENT/ PARTICIPATING ORGANIZATION	TOTAL APPROVED AMOUNT	NET FUNDED AMOUNT	TOTAL EXPEN-DITURE	DELIVERY RATE %
Sierra Leone						
00127038	Sierra Leone Armed Forces: BA	UN Women	184,677	184,677	180,386	97.68
00130292	Sierra Leone Police: BA	UN Women	182,060	182,060	140,557	77.20
Sierra Leone: Total			366,737	366,737	320,942	87.51

Togo						
00128648	Togo Armed Forces: BA, gender policy and 5-year strategy, recruitment campaign, 2 women accommodation centers	Togo Government (Ministry of Economy and Finance)	999,998	999,998	489,093	48.9
00134178	Togo Police: BA	Togo Government (Ministry of Economy and Finance)	150,666	150,666	-	-
Togo: Total			1,150,664	1,150,664	489,093	42.5

Uganda						
00130253	Uganda Police Force: BA	UN Women	219,232	219,232	112,201	51.18
Uganda: Total			219,232	219,232	112,201	51.18

Uruguay						
00133208	Uruguay Armed Forces: outreach, transport and education support, and communications campaign	UN Women	1,105,678	1,105,678	86,737	7.84
Uruguay: Total			1,105,678	1,105,678	86,737	7.84

Zambia						
00134376	Zambia Police Service: women's accommodation, daycare, anti-sexual harassment, exploitation and abuse policy	UNDP	932,072	932,072	-	-
Zambia: Total			932,072	932,072	-	-

GRAND TOTAL	16,355,278	11,319,148	3,221,672	28.46
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UN Photo / Pasqual Gorriz

UNIFIL peacekeeper embraces a member of the community during the first all-female foot patrol in Rumaysh, South Lebanon (2019)

United Nations Participating Organizations



Definitions

ALLOCATION

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

APPROVED PROJECT/PROGRAMME

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

CONTRIBUTOR COMMITMENT

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

CONTRIBUTOR DEPOSIT

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

DELIVERY RATE

The percentage of funds that have been utilized, calculated by comparing expenditures reported by a Participating Organization against the 'net funded amount'. This does not include expense commitments by Participating Organisations.

INDIRECT SUPPORT COSTS

A general cost that cannot be directly related to any particular programme or activity of the Participating Organizations. UNSDG policy establishes a fixed indirect cost rate of 7 per cent of programmable costs for inter-agency pass-through MPTFs.

NET FUNDED AMOUNT

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

PARTICIPATING ORGANIZATION

A United Nations Organization or other inter-governmental Organization that is a partner in a Fund, as represented by signing a Memorandum of Understanding (MOU) with the MPTF Office for a particular Fund.

PROJECT EXPENDITURE

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

PROJECT APPROVAL DATE

The date a project is approved by the Steering Committee UN Women Co-chair.

PROJECT FINANCIAL CLOSURE

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

PROJECT OPERATIONAL CLOSURE

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

PROJECT START DATE

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

RECIPIENT NATIONAL GOVERNMENTS

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

TOTAL APPROVED BUDGET

This represents the cumulative amount of allocations approved by the Steering Committee.

US DOLLAR AMOUNT

The financial data in the report is recorded in US Dollars



UNMISS / Peter Bateman

The team coordinated with Mongolian peacekeepers during their patrol of the area and spoke with the South Sudanese border police area commander and humanitarian workers (2023)

Part 6

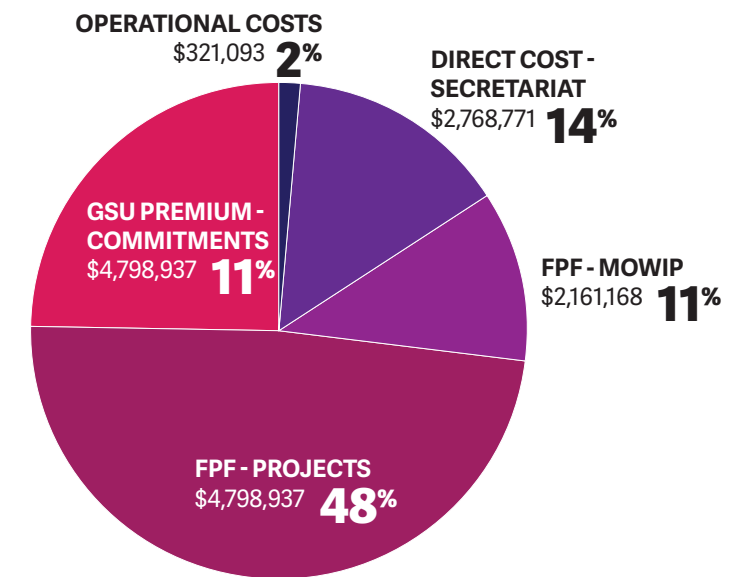
Part 6: Elsie Initiative Fund Expenditures and Liabilities

The purpose of Diagram 1 is to provide a full overview of all of the EIF's expenditures and liabilities. It shows the proportion of EIF funding allocated as of 31 December 2022, to: (i) participating organizations – \$11,319,149⁷⁵; (ii) Gender Strong Unit (GSU) premium liability - \$4,798,937;⁷⁶ and (iii) EIF direct and operational costs - \$321,093⁷⁷ and \$2,768,771 respectively.⁷⁸ It also includes the amount of a tranche payment for each of the Senegal National Gendarmerie - \$100,073 and the Senegal National Police - \$137,120, anticipated to be requested in 2023.

The total amount of \$19,445,142 has then been disaggregated to show the proportion of funding allocated by EIF funding modality: Barrier Assessment (BA), Flexible Project Funding (FPF),⁷⁹ GSU premium, plus the EIF's direct and operational costs.

The Senegal National Gendarmerie, Senegal National Police, and the Ghana Armed Forces deployed a total of five gender-strong units in 2021-2022; as such, the EIF anticipates paying a GSU premium for the first year of the GSU premium three-year commitment for these Troop and Police Contributing Countries (T/PCCs) during 2023, for reimbursement into additional activities to further progress and promote the goals of the EIF.

Diagram 1 – EIF Expenditure and Liabilities



⁷⁵ Net Funded Amount - detailed in Part 5 Consolidated Annual Financial Report.

⁷⁶ No GSU premiums were paid as of 31 December 2022. The total approved GSU premium amount of \$4,798,937 includes GSU premiums for the: (i) Ghana Armed Forces - \$2,215,685; (ii) Senegal National Gendarmerie - \$1,503,684, and the Senegal National Police - \$1,079,568.

⁷⁷ AA Fees \$319,210 (1% of deposits) and Bank Charges \$1,883 - detailed in Part 5 Consolidated Annual Financial Report.

⁷⁸ Secretariat Cost - detailed in Part 5 Consolidated Annual Financial Report.

⁷⁹ This amount does not include the \$997,336.44 grant approved on 28 March 2022 for the Bangladesh Armed Forces - funds transfer remains pending.

Annexes



UNMISS / Gregorio Cunha

Women peacekeepers from Mongolia, India and Namibia working for the United Nations Mission in South Sudan (2023)

Annex 1: Deployments of uniformed women by EIF-funded recipients 2020-2022

T/PCC	WOMEN DEPLOYED					
	2020		2021		2022	
	TOTAL	%	TOTAL	%	TOTAL	%
BANGLADESH	292	4.3	398	6.2	570	7.9
Experts on Mission	1	3.3	4	11.8	7	13.5
Formed Police Units	174	29.0	144	31.4	138	30.1
Individual Police	7	14.3	2	11.1	11	23.9
Staff Officer	21	16.9	25	18.1	26	16.4
Troops	89	1.5	223	3.9	388	6.0
CAMBODIA	92	11.9	108	14.1	126	16.5
Experts on Mission	3	50.0	2	25.0	2	28.6
Staff Officer	3	23.1	4	21.1	3	16.7
Troops	86	11.4	102	13.8	121	16.4
CÔTE D'IVOIRE	40	4.6	64	6.6	50	5.2
Experts on Mission	2	66.7	2	100	0	0
Individual Police	31	57.4	28	25.0	20	21.7
Staff Officer	0	0.0	3	16.7	1	11.1
Troops	7	0.9	31	3.7	29	3.4
GHANA	376	16.3	355	16.5	441	15.9
Experts on Mission	18	42.9	17	39.5	17	35.4
Formed Police Units	70	26.1	37	13.7	49	18.2
Individual Police	27	41.5	19	42.2	18	56.3
Staff Officer	22	27.5	27	31.4	28	28.0
Troops	239	12.9	255	14.9	329	14.2
JORDAN	29	5.6	30	5.0	34	5.2
Experts on Mission	2	18.2	4	57.1	4	57.1
Formed Police Units	0	0.0	14	7.8	13	7.3
Individual Police	25	16.8	10	13.2	15	11.5
Staff Officer	2	6.7	2	6.3	2	6.3

T/PCC	WOMEN DEPLOYED					
	2020		2021		2022	
	TOTAL	%	TOTAL	%	TOTAL	%
LIBERIA	20	11.9	20	11.6	19	10.9
Experts on Mission	4	80.0	2	66.7	2	40.0
Individual Police	0	0.0	3	33.3	2	28.6
Staff Officer	2	15.4	1	8.3	2	16.7
Troops	14	9.3	14	9.5	13	8.7
MEXICO	7	43.8	8	47.1	8	34.8
Experts on Mission	6	54.5	8	66.7	8	61.5
Staff Officer	1	20.0	0	0.0	0	0.0
NIGER	52	5.3	26	2.7	33	3.5
Individual Police	40	37.0	21	22.1	22	35.5
Staff Officer	0	0.0	0	0.0	2	8.7
Troops	12	1.4	5	0.6	9	1.0
SENEGAL	187	8.4	201	9.5	234	9.6
Experts on Mission	0	0.0	1	33.3	1	20.0
Formed Police Units	128	11.3	136	13.1	163	13.3
Individual Police	17	23.9	26	31.3	21	44.7
Staff Officer	3	9.7	2	6.3	2	5.9
Troops	39	3.9	36	3.8	47	4.1
TOGO	141	9.6	118	9.2	127	11.5
Experts on Mission	1	14.3	3	42.9	3	42.9
Formed Police Units	56	12.8	35	12.6	27	9.6
Individual Police	33	41.3	23	31.5	32	43.8
Staff Officer	3	13.6	2	8.7	4	14.3
Troops	48	5.2	55	6.1	61	8.5
UGANDA	61	9.4	81	12.5	92	13.9
Experts on Mission	3	100.0	3	75.0	2	50.0
Individual Police	7	33.3	5	25.0	10	33.3
Staff Officer	1	33.3	1	33.3	0	0.0
Troops	50	8.0	72	11.6	80	12.8

T/PCC	WOMEN DEPLOYED					
	2020		2021		2022	
	TOTAL	%	TOTAL	%	TOTAL	%
URUGUAY	86	7.4	71	6.6	71	6.7
Experts on Mission	2	18.2	1	6.7	5	38.5
Individual Police	2	28.6	4	66.7	4	57.1
Staff Officer	3	14.3	4	20.0	3	15.0
Troops	79	7.0	62	6.0	59	5.8
ZAMBIA	151	15.0	178	18.3	183	19.3
Experts on Mission	4	23.5	3	18.8	6	46.2
Individual Police	26	50.0	0	0.0	1	20.0
Staff Officer	8	26.7	8	25.0	6	30.0
Troops	113	12.4	167	18.4	170	18.7
GRAND TOTAL	1534	8.1%	1658	9.1%	1988	10.1%

Annex 2: EIF Secondary Impact –

Knowledge gained by the Fund contributes to the global conversation on increasing the representation of uniformed women in UN peacekeeping

UNITED NATIONS OPEN DEBATES AND REPORTS – THREE (3)		
UNITED NATIONS REPORTS		
5 October 2022	S/2022/740 Report of the Secretary-General to the Security Council on Women, Peace and Security	“The Elsie Initiative Fund for Uniformed Women in Peace Operations helps accelerate the pace of progress. In 2021, the Fund approved 10 projects amounting to US \$4.5 million from seven troop- and police-contributing countries and one United Nations peace operation. Some of the projects involve the deployment of “gender strong” units, in which the number of women deployed is five percentage points above the targets set in the uniformed gender parity strategy. A grant to the United Nations Interim Force in Lebanon (UNIFIL) allowed the mission to add women-specific accommodation buildings, bathrooms, and a welfare area while incentivizing troop-contributing countries to deploy more women.”
UNITED NATIONS SECURITY COUNCIL OPEN DEBATE ON WPS - 2022		
19 October 2022	Security Council Report: Women, Peace and Security Annual Open Debate	“Members may also call for increasing women’s participation in peacekeeping and some might refer to the Elsie Initiative Fund , a trust fund hosted by UN Women aimed at increasing the participation of uniformed women in UN peace operations.”
UNITED NATIONS GENERAL ASSEMBLY’S SPECIAL COMMITTEE ON PEACEKEEPING OPERATIONS (C34) PLENARY AND GENERAL DEBATE		
14 February 2022	SGA/PK/243 Special Committee on Peacekeeping Operations (C34) 270th & 271 Meetings	“(United Kingdom) welcomed priorities for 2022-2023, as well as the pledges made by Member States at the Peacekeeping Ministerial in Seoul. The United Kingdom has contributed \$6 million to the Elsie Initiative Fund to promote uniformed women’s participation.”
MEMBER STATES’ POLICY DISCUSSIONS, EVENTS AND STATEMENTS – NINE (9)		
MEMBER STATES’ POLICY DISCUSSIONS AND STATEMENTS		
8 June 2022	Denmark’s perspective: The power of partnerships for advancing the Women, Peace and Security agenda	Statement by Colonel Thor Aron Hilton , Military Advisor and Minister Counselor at the Permanent Mission of Denmark to the United Nations on the 2022 International Day of United Nations Peacekeepers, includes a reference to Denmark’s \$900,000 contribution to the EIF from 2021 to 2024.

15 June 2022	Organization for Security and Co-operation in Europe (OSCE) Asian Conference – Session 1: The role of women in building confidence, peace and security	Statement by Australian Ambassador for Women and Girls, Ms Christine Clarke – Australia supports global efforts to advance the WPS agenda, including through the Secretariat of the Elsie Initiative Fund for Uniformed Women in Peace Operations.
MEMBER STATES’ EVENTS		
18 June 2022	International Conference in Mongolia on “Strengthening the Role of Women in Peacekeeping”	Presentation by EIF Technical Committee member Katharina Coleman on the EIF
6-7 September 2022	Latin American and Caribbean Ministerial Conference on United Nations Peace Operations “The experience of Latin America and the Caribbean: the way forward”	Presentation on the EIF and meetings with individual troop/police contributing country representatives to discuss practical ways to address barriers to women’s participation and how to access EIF funding
9 September 2022	Launch event of the Uruguay Armed Forces (UAF) project funded by the Elsie Initiative Fund	Presentation on the EIF and Uruguay’s project
10 September 2022	Armed Forces of Liberia (AFL) high-level event to launch the Measuring Opportunities for Women in Peace Operations (MOWIP) report (link)	Presentation of the AFL MOWIP report
16 September 2022	United Nations Interim Force in Lebanon (UNIFIL) - inauguration of gender-sensitive accommodation and facilities	Attended UNIFIL’s inauguration of their completed EIF funded project; presented on the EIF at the high-level event
17 November 2022	Republic of Sierra Leone Armed Forces (RSLAF) high-level event to launch the MOWIP report (link)	Presentation of the RSLAF MOWIP report
12 December 2022	United Nations Peacebuilding Commission - Ambassadorial-Level Meeting on Women in Peace and Security: Complementarity of the Roles of Uniformed Women Peacekeepers and Women Peacebuilders	Presentation on results and impact of EIF-funded projects
CIVIL SOCIETY AND ACADEMIC DISCUSSIONS – TWO (2)		
9 June 2022	Elsie Initiative Global MOWIP Report Launch report (link) - Canada, Norway and DCAF – the Geneva Centre for Security Sector Governance	Presentation on results and impact of EIF-funded projects
9 November 2022	International Peace Institute (IPI) and Canada High-Level Event – “ When We Know Better We Do Better ”	Presentation on results and impact of EIF-funded projects



Acknowledgments

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The EIF Secretariat would like to thank Donors, Fund Recipients, Implementing Partners, and Stakeholders, for their ongoing collaboration, advice, and contributions.

Graphic Design and Layout - Carolina Carrera Saavedra

A handwritten signature in black ink, appearing to read 'D Warren-Smith'.

Deborah Warren-Smith, Fund Manager
31 May 2023

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