



The Elsie Initiative Fund

First Programming Round – Detailed Proposal Requirements

Detailed proposals are required to include the following information. Additionally, all data provided is required to be sex disaggregated.

Project Title:			
Project Description:¹			
Project Location²:			
Expected Start Date:		End Date:	
Project Duration:			
Name of Recipient/s:			
Direct Recipient organisations			
Project Total Cost USD \$:			
Breakdown by PUNO / Other partners:	Name:	USD \$:	
Project Points of Contact	Name:		
	Address:		
	Telephone		
	Email:		
Project Points of Contact	Name:		
	Address:		
	Telephone		
	Email:		
Project Points of Contact	Name:		
	Address:		
	Telephone		
	Email:		
Additional implementing partners (IP) - Governmental / non-Governmental³			

¹ One sentence / short paragraph describing the scope and focus of the project

² Country / Region

³ Will the funds be paid directly to a Government or to a UN agency, or both? If direct implementation by National entities, advise who the "Government Coordinating Entity" is as well as any other 'national entities' are will receive funds.

- **1. Executive Summary.** An executive summary contains a comprehensive summary of all sections focusing on the significance and relevance of the project, its contribution to national priorities and international commitments, the results expected to be achieved, intended beneficiaries, donors and implementing partners (IP). Consider the following:
 - Project Rationale - identification and explanation of what barrier/s this project aims to address.
 - Where a Barrier assessment has not been sought / conducted (in the first programming round), provide a detailed rationale for each project.
 - Where a Barrier assessment has been conducted, describe how the results have informed the project design and impact of the project.
 - How will the project ensure a sustained increased of the deployment of uniformed women?
 - What are the elements of innovation in this project?
 - Who are the implementing partners (IP) - Governmental / non-governmental / Participating UN organisation (PUNO)?
 - Which financing modality is being sought: Project Funding – which can include a barrier assessment; a Gender Strong Unit (GSU) Premium; or a combination of both modalities.

- **2. Situation Analysis.** Provide a brief evidence-based-analysis of the theory of change⁴. Outline the economic, social, political, environmental and institutional context of the project. This analysis should identify the challenges to be addressed in this proposal; provide specific, current and disaggregated data on these challenges, key causal factors, and the interventions that are necessary and sufficient for the achievement of the planned results.

- **3. Implementation Strategies.** Explain how the project will undertake the activities to ensure the most effective and efficient achievement of results.
 - Describe measures to be taken to ensure the project will be cost effective and that resources will be used economically.
 - Provide details of any financial and in-kind contributions from other parties where provided or pledged.

- **4. Project Results Framework (see example of framework in Annex A) including:**
 - **Baseline Data – provide where available**
 - Current numbers and percentage of women in national armed forces and/or police service (regular and reserve) including across ranks / levels.
 - Deployment planning and commitments for the next 2 years for military and/or police.
 - **Outcome/sⁱ.** List each outcome that this project will contribute to and include a description of how the project will contribute to each outcome, as well as the sustained increase in the deployment of uniformed women over time.
 - **Indicators.** Provide current baseline data (numbers and percentage of women) for each indicator.

⁴ Describe how the activities to be undertaken will lead to the medium and long-term changes or outcomes the project seeks to address or change

- **GSU Premium.** Where a GSU premium is sought, additional information listed in Annex B is required to be provided.

- **5. Project Management and Coordination arrangements.** This section lists direct participating organizations and their IP (international and local), and subcontractors. It provides detail on the project coordination and a brief justification for these choices, based on mandate, experience, local know-how and existing capacity of the IP. This section should also provide details on the project implementation team, including positions and roles and explanation of whether/which positions are to be funded by the project (including what percentage of the position will be funded through resources from the Elsie Fund).

Note: Applicants can engage subcontractors, including Civil Society Organizations (CSOs), to support project implementation. Applicants are strongly encouraged to engage with their UN Country Team, the UN Department of Peace Operations (UNDPO), and bilateral partners to develop proposals that leverage the funds, skills, knowledge, and efforts of multiple contributors.

- **6. Risk Management, Monitoring evaluation and reporting requirements.**
 - Risk management – provide a list of major project specific risks, assess the level of risk for project success (low, medium and high) associated with each, and an explanation of how they will be managed. Include details on the approach to be taken to update risks and how project adjustments will be made. Include any Do No Harm issues and project mitigation.
 - Monitoring and evaluation (M&E)
 - What is the M&E approach for the project, including M&E expertise in the project team and main means and timing of collecting data?
 - Provide detail on the project monitoring and assessment framework.
 - Project exit strategy / sustainability – Describe the project’s strategy to ensure the project will be wrapped up at the end of the project duration. These plans could include (but are not limited to): sustainability measures, agreements with other donors for follow-up funding or end of activities which do not need further support

- **7. Workplan, detailed budget and accounting policy and procedural requirements.** A work plan details the activities to be carried out, responsible IP, timeframes and planned inputs from participating UN organizations. Consider the following:
 - Provide timeframes and detailed budgets for each project phase.
 - Confirm the ability of the IP to receive funds directly from the MPTFO.
 - Do accounting systems allow for the recording of financial transactions from UN agencies, including allocation of expenditures in accordance with the respective components, disbursement categories and sources of funds?
 - Are there controls in place for the preparation and approval of transactions, ensuring that all transactions are correctly made and adequately explained?

- Are general ledger and subsidiary ledgers are reconciled at least monthly, and that explanations are provided for significant reconciling items.
- What financial reporting, monitoring and accountability mechanisms are in place to track the use of funds?
- What statutory reporting and audit requirements are in place?

8. Compliance with Elise TOR eligibility requirements

- Detailed proposal is signed by either the Minister of Defence, Interior, Foreign Affairs or Chief of Police or the Defence Force - demonstrates clear national ownership.
- Meets the requirements of the [UN Human Rights Due Diligence Policy](#) – HRDDP (where required, will be conducted separately between UN Women / UN Country Office and T/PCC / PUNO).
- Meets the requirements of the [UNDP Harmonised Approach to Cash Transfer Policy](#) – HACT (where required, will be conducted separately between UN Women / UN Country Office and T/PCC / PUNO).

9. Barrier Assessment - where completed

- Indicate if a barrier assessment using the DCAF or an equivalent methodology has been completed and, if so, when it was completed (e.g. January 2020).
- If a barrier assessment has been completed, provide a summary of results.
- Commit to allow the Fund Secretariat to use data from that assessment to compile an anonymized overview report.

10. Lessons and Insights

- What are the plans to capture and share lessons and insights, including with other T/PCCs / Regional Training Centres?
- How will learning and lessons be systematically captured in the organisation's knowledge management and learning systems?

Annex A: Project Results Framework (all data must be sex disaggregated)

Outcomes	Outputs	Indicators	Means of Verification / frequency of collection	Indicator milestones by year (2020 / 2021 / 2022)
Outcome 1. Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to UN missions	1.a. Barrier assessment commissioned or undertaken by T/PCC	1.1. Number of T/PCCs having conducted a systematic assessment of barriers to the deployment of uniformed women peacekeepers in their specific national context (Military / Police)		
		<i>Baseline:</i>		
		<i>Target:</i>		
		1.2. Number of publicly available reports about barriers to increasing the meaningful participation of uniformed women in UN peace operations		
		<i>Baseline:</i>		
		<i>Target:</i>		
Outcome 2. Increased meaningful deployment of uniformed women peacekeepers to UN missions	2.a. For each project carried out, aimed at reducing specific obstacles to the deployment of uniformed women peacekeepers - identified in barrier assessments - identified through other means	2.1. Number and percentage of deployed uniformed women peacekeepers <i>at project completion</i> , compared to three-year average contribution prior to project commencement		
		<i>Baseline:</i>		
		<i>Target:</i>		

		2.2. Number and percentage of deployed women peacekeepers two years after project completion, compared to three-year average contribution prior to project commencement		
		<i>Baseline:</i>		
		<i>Target:</i>		
		2.3. Ratio of women to men senior military and police officers (ranks equivalent to Major and above) deployed in UN peace operations at project completion, compared to the 3-year average prior to project commencement		
		<i>Baseline:</i>		
		<i>Target:</i>		
	2.b. Reimbursement of some or all of the additional costs incurred to deploy gender-strong units	2.4. Number of gender-strong units reimbursed		
		<i>Baseline:</i>		
		<i>Target:</i>		
	2.c. Incentive payment received for deployment of gender-strong unit/s	2.4. Number of gender-strong units deployed		
		<i>Baseline:</i>		
		<i>Target:</i>		

<p>3. Increased pool of uniformed women eligible to deploy as UN peacekeepers</p>	<p>3.a. Launch of recruitment campaigns for national armed forces and police services that include messaging for women</p>	<p>3.1. Number and percentage of women recruited into national armed forces and police service, compared to 3-year average prior to project commencement</p>		
		<p><i>Baseline:</i></p>		
		<p><i>Target:</i></p>		
	<p>3.b. Capacities of uniformed women in national armed forces and police service are increased</p>	<p>3.2. Number of promotions of women in national armed forces and police service, compared to 3-year average prior to project commencement</p>		
		<p><i>Baseline:</i></p>		
		<p><i>Target:</i></p>		
<p>3.c. Awareness of uniformed women in national armed forces and police services is increased regarding United Nations deployment opportunities, deployment criteria, costs and benefits, and any relevant application procedures are held</p>	<p>3.3. Number of women in national armed forces or police service who have received training necessary for overcoming barriers to deploying to United Nations peace operations</p>			
	<p>3.4. Number of women in national armed forces and police services who have been informed about opportunities to deploy as UN peacekeepers, associated costs and benefits, and relevant application procedures</p>			
	<p><i>Baseline:</i></p>			
		<p><i>Target:</i></p>		

<p>4. Improved working conditions for uniformed women peacekeepers in UN missions</p>	<p>4.a. In-mission innovation projects to improve the workplace safety of deployed uniformed women peacekeepers are undertaken</p>	<p>4.1. Number and percentage of deployed uniformed women peacekeepers who have access to gender-appropriate personal equipment</p>		
		<p><i>Baseline:</i></p>		
		<p><i>Target:</i></p>		
	<p>4.b. In-mission ‘pilot’ projects testing equipment or infrastructure innovations to diminish barriers to uniformed women peacekeepers’ full participation in mission tasks, take place</p>	<p>4.2. Number and percentage of mission sites that have safe and secure facilities for deployed uniformed women peacekeepers</p>		
		<p><i>Baseline:</i></p>		
		<p><i>Target:</i></p>		
<p>4.b. In-mission ‘pilot’ projects testing equipment or infrastructure innovations to diminish barriers to uniformed women peacekeepers’ full participation in mission tasks, take place</p>	<p>4.1. Number and percentage of deployed uniformed women peacekeepers who have access to gender-appropriate personal equipment</p>			
	<p>4.2. Number and percentage of mission sites that have safe and secure facilities for deployed uniformed women peacekeepers</p>			
	<p><i>Baseline:</i></p>			
		<p><i>Target:</i></p>		

	<p>4.c. Pilot projects aimed at enhancing in-mission support structures to identify and address gender-related deployment challenges</p>	<p>4.5. Percentage of uniformed women peacekeepers declaring in exit surveys that they experienced sexual harassment or assault within the mission, compared to percentage of uniformed men peacekeepers</p>			
		<p><i>Baseline:</i></p>			
		<p><i>Target:</i></p>			
		<p>4.d. Attitudes and knowledge related to gender equality of all deployed uniformed peacekeepers is improved</p>	<p>4.6. Percentage of uniformed women peacekeepers declaring in exit surveys that they experienced gender-based discrimination within the mission, compared to percentage of uniformed men peacekeepers</p>		
			<p><i>Baseline:</i></p>		
			<p><i>Target:</i></p>		
		<p>Percentage of uniformed women peacekeepers declaring in exit surveys that:</p> <p>4.3 equipment provided allowed their full participation in assigned mission tasks, compared to percentage of uniformed men peacekeepers</p> <p>4.4. physical infrastructure in mission allowed their full participation in assigned mission tasks, compared to percentage of uniformed men peacekeepers</p>			

		<p>4.5. <i>they</i> experienced sexual harassment or assault within the mission, compared to percentage of uniformed men peacekeepers</p> <p>4.6 <i>they</i> experienced gender-based discrimination within the mission, compared to percentage of uniformed men peacekeepers</p>		
		<p><i>Baseline:</i></p>		
		<p><i>Target:</i></p>		
<p>Cross Cutting Output – all Outcomes</p>	<p>Collection of policy-relevant knowledge about increasing meaningful participation of uniformed women in UN peace operations</p>	<p>CC 1 The number of evidence-based research articles published, on Barriers to Women’s Participation on Peace Operations by Thinktanks, Academics and Research Institutions</p> <p>CC2 Policy and programmatic recommendations that are actioned and normalised at Country, Regional and UN levels</p>		
		<p><i>Baseline:</i></p>		
		<p><i>Target:</i></p>		

Annex B

Gender Strong Unit Proposalsⁱⁱ - this information is provided only for GSU proposals. The criteria for a proposal for incentive payments are not prescriptive. Rather applicants to the Fund are encouraged to identify the nature, scope and value of their proposal, with consideration to the following guidelines:

- What is the timeframe for the deployment of the gender strong unit(s), noting a deployment is usually 12 months and the GSU proposal can be extended for two additional deployment periods?
- How will the gender-strong unit premium be re-invested: i.e. in activities that further contribute to the goals of the fund?
- How will this proposal demonstrably and substantially increase the number of uniformed women in, and their percentage of, a formed unit that will deploy on a peacekeeping operation?
- How will women be fully integrated into the unit and across all ranks, contribute to the unit's mandate and perform all tasks the unit is required to perform including patrolling, security tasks, engagement, and incident response?
- Provide an outline of the roles that women peacekeepers will deploy into.
- How will the women be fully integrated into all preparation and pre-deployment training?
- Describe how all male and female unit members will meet DPO's pre-deployment training requirements on gender in the military/police, sexual and gender-based violence, conflict related sexual violence (CRSV), sexual harassment, as well as sexual exploitation and abuse (SEA) - will male and female members be equipped to deal with CRSV and SEA?
- Describe how women, particularly uniformed women, will play integral roles throughout this project
- Confirmation that appropriate contingent-owned equipment for both men and women peacekeepers.
- How will this proposal lead to the longer-term and sustained change sought—the increase in representation of uniformed women in peacekeeping over time—including after the conclusion of the project?

ⁱ From Elsie Initiative Fund Terms of Reference Results Framework Table

ⁱⁱ A Gender-Strong Unit (GSU) is a unit that includes substantial representation of women overall and in positions of authority, has provided gender-equity training to all unit members, and has adequate materiel to ensure parity of deployment conditions for women and men peacekeepers.