

## ELSIE INITIATIVE FUND SECOND PROGRAMMING ROUND

### FREQUENTLY ASKED QUESTIONS

May 2021

## WHAT

### Types of funding

#### **1. How can the military / police institution in my country access the Elsie Initiative Fund?**

You can request one or a combination of the types of funding activities below:

- Barrier assessment
- b) Project funding
- c) Gender-strong unit (GSU) premium

A barrier assessment report is a requirement for a project funding request but not for a GSU premium.

If you have already undertaken a barrier assessment, you can request for project funding with activities that seek to remedy the identified barriers.

Under the condition that you have undertaken a barrier assessment, you can combine a request for project funding with a GSU premium.

You cannot combine a request for a barrier assessment and project funding since the results of the barrier assessment will need to inform the proposed activities for the project funding.

You can combine a request for a barrier assessment and a GSU premium.

#### **2. Can different types of funding be combined?**

Under the condition that you have undertaken a barrier assessment, you can combine a request for project funding with a GSU premium.

You can combine a request for a barrier assessment and a GSU premium.

You cannot combine all three types of funding (1) barrier assessment (2) project funding and (3) GSU premium under one request.

### **3. Can I ask for funding for a barrier assessment and project funding at the same time?**

No. If you have not conducted a barrier assessment yet, you need to first conduct one, either with your own resources or through the Fund, to identify the barriers.

You can then submit the barrier assessment report together with a request for project funding with activities that seek to remedy the identified barriers.

### **4. Can a police / military institution ask for funding for a barrier assessment only?**

Yes, a T/PCC can ask for funding for a barrier assessment only.

### **5. How can a UN organization access the fund?**

A United Nations organization can access the fund by submitting a request for project funding.

A United Nations organization, in partnership with a T/PCC can also access funds to undergo a barrier assessment.

A United Nations organization is not eligible to request a GSU premium.

The following criteria need to be met for a submission of a proposal for project funding:

- The project is designed to implement and test innovations aimed at enhancing the meaningful participation of uniformed women deployed in United Nations peace operations.
- The project would not otherwise be financed from available budgetary and extra-budgetary resources.
- Further scaling of these projects would be undertaken within existing United Nations resources.

Funding allocated for projects from the United Nations organization should not normally exceed 20% of total available funds.

## **HOW MUCH**

### **Budget**

### **6. How much funding can be requested for a project?**

For a project funding request, the minimum that can be requested is \$100,000 and the maximum is \$1,500,000.

## **7. How much funding can be requested for a barrier assessment only?**

- The cost to conduct a barrier assessment will depend on the size and geographical spread of the country; its gendarmerie, military or police institutions; and the requirements of a research institution or partner.
- A barrier assessment methodology has been developed by the Geneva Centre for Security Sector Governance (DCAF) within the Canadian Elsie Initiative that T/PCCs can consider using. The published methodology can be found here: <https://www.dcaf.ch/mowip-methodology>. The cost to conduct the DCAF Measuring Opportunities for Women in Peace Operations (MOWIP) for one security institution is between US \$150,000 - \$220,000.
- If using the DCAF barrier assessment methodology with DCAF and Cornell University support, a detailed budget estimate is not required to be provided at the LOI stage; please use the following indicative figures in this section: US \$150,000 - \$220,000.

## **8. How much funding can be requested for a gender-strong unit (GSU) premium ?**

The amount of the premium for a gender-strong unit depends on the number of military or police personnel deployed in a contingent.

In the first year of deployment, the premium should be approximately a sum equivalent to 20 percent of the United Nations' troop/police cost reimbursement rate for 20% of the unit's personnel. It is payable at the completion of the specified deployment period. The EIF will not normally pay the premium for the deployment of a fraction of a deployed unit (i.e., a company or platoon in an infantry battalion). The premium in the second year would represent a 25% increase on the original amount. The premium in the third year would represent a 50% increase on the original amount.

For example, the current rate the United Nations reimburses a T/PCC for troops or FPU is USD 1,428 per soldier or FPU officer per month. The GSU premium is equivalent to 20 percent of the United Nations' troop/police cost reimbursement rate, therefore the EIF will reimburse a premium of USD 57.12 per soldier or FPU officer per month for the total number of soldiers or police in the unit.

A TCC that deploys an infantry battalion of 830 personnel that receives the premium will receive from the EIF USD 47,409.60 per month and a total of USD 568,915.20 for a 12-month deployment. The premium will increase by 25% (to USD 711,144) if another GSU is deployed for a second year, and by 50% (to USD 853,372.80) for the third year. Note that the EIF payment will be made at the end of the unit's deployment.

For ease of calculation, please see the GSU calculator on the EIF website: <https://elsiefund.org/funding-types/>.

**9. How much will a TCC receive as a GSU premium for an infantry battalion of 830 personnel?**

First year: \$568,915  
Second year: \$711,144  
Third year: \$853,373

For ease of calculation, please see the GSU calculator on the EIF website:

<https://elsiefund.org/funding-types/>.

**10. How much will a PCC receive as a GSU premium for a formed police unit of 160 personnel?**

First year: \$109,670  
Second year: \$137,088  
Third year: \$164,506

For ease of calculation, please see the GSU calculator on the EIF website:

<https://elsiefund.org/funding-types/>.

## WHO

**11. Who can apply to the Fund?**

T/PCCs and United Nations organizations (i.e. United Nations funds, agencies and programmes – also referred to as participating United Nations organizations (PUNO), can apply to the Fund depending on the type of funding requested.

T/PCCs (current or potential) are eligible to apply for any of the following funding modalities - barrier assessment, project funding, GSU premium.

United Nations organizations are eligible to apply for any of the following funding modalities - barrier assessment (in partnership with a T/PCC), project funding.

**12. Can a civil society organization apply to the Fund? Can a research institute / university apply to the Fund?**

No. Civil society organizations, as well as, research and academic institutions cannot apply independently to the Fund but can be subcontracted by T/PCCs or United Nations organizations as implementing partners.

**13. Can individuals apply to the Fund? Can I apply to the fund as an academic researcher?**

No. The Fund will not directly compensate individuals.

## HOW LONG

### **14. How long is the project funding for? What is the duration for the implementation of a project?**

A barrier assessment is expected to be completed within a year.

Projects are expected to be completed within a one- to two-year timeframe.

Funding for a GSU premium is provided for the duration of the deployment of the unit (usually 12 months) and can be extended for two additional deployment periods (usually 12 months each). A GSU premium can therefore be provided up to three years.

## BARRIER ASSESSMENTS

### **15. Do I need to do a barrier assessment?**

It depends on the type of funding requested.

Yes, if you are requesting for project funding. A barrier assessment is mandatory for a request for project funding. You need to submit a summary of the methodology and results of the barrier assessment by completing Annex B of the LOI Form. You are also requested to submit the full report.

No, if you are requesting for a GSU premium. A barrier assessment is not mandatory for a GSU premium.

### **16. What is a barrier assessment? What is a credible national barrier assessment?**

A barrier assessment identifies and validates the reasons that prevent uniformed women from qualifying and being selected and deployed to United Nations peace operations.

A national barrier assessment is credible when it meets the following criteria:

- Includes a risk mitigation strategy to ensure the safety and appropriate privacy of all participants involved in the assessment
- Includes basic baseline data collection
- Addresses the following areas as they relate to uniformed women's meaningful participation in United Nations peace operations:
  - a) institutional initiatives
  - b) impact of the social context in the T/PCC on institutional policies and decision-making
  - c) institutional and governmental motivation and political will
  - d) institutional capacity

## Risk Mitigation Strategy

A risk mitigation strategy is required to ensure the safety and appropriate privacy of all participants in the assessment as well as, the sustainability of interventions supported by this Fund. This means, that at all times, all information collected including from participants, is analyzed and stored securely in a way that ensures accuracy of the data and anonymity of the individual.

## Baseline data

Baseline data collection requires to be conducted with a statistically significant number of men and women with direct and indirect experience of peacekeeping as well as in leadership and decision-making positions related to personnel management and peacekeeping, training and deployment.

The information required should answer the following questions:

<b>Personnel baseline data</b>	<b>Deployment to peace operations</b>
<ul style="list-style-type: none"> <li>• What are the proportions of women and men in the institution?</li> <li>• What categories are open to women to be recruited into?</li> <li>• What are the proportions of women and men across the organisational rank structure?</li> <li>• Does the organisation have targets for the recruitment of women?</li> <li>• What are the proportions of women and men in the past three years that :               <ol style="list-style-type: none"> <li>1. have applied</li> <li>2. were eligible</li> <li>3. passed the national recruitment tests</li> <li>4. were admitted to the national academy or school</li> <li>5. have graduated?</li> </ol> </li> <li>• At each of the phases in the process above, please identify the reasons why women do not apply, were not eligible, did not pass the tests and did not graduate.</li> </ul>	<ul style="list-style-type: none"> <li>• How are women and men selected to deploy?</li> <li>• What are the proportions of women who deployed in the last three years?</li> <li>• What categories or positions were they deployed into?</li> <li>• What are the proportions of women in the past three years that:               <ol style="list-style-type: none"> <li>1. have applied according to the <u>national process</u> for deployment to a peace operation</li> <li>2. were eligible as per <u>the national process</u></li> <li>3. passed the <u>national selection criteria and/or tests for deployment</u></li> <li>4. were nominated to the UN</li> <li>5. passed the <u>UN selection criteria or tests</u> if any</li> <li>6. were deployed by the UN?</li> </ol> </li> <li>• At each of the phases in the process above, please identify the reasons why women do not apply, were not eligible, did not pass the <u>national</u> and the <u>UN</u> recruitment and selection criteria and/or tests and were not deployed.</li> </ul>

**Institutional initiatives:** Provide a gender institutional analysis.

The information required should answer the following questions:

- What are the existing laws and policy framework on gender equality in the country and the security institution?
- What are the gaps?

- What are the national laws, policy framework - criteria and procedures - for deployment of uniformed personnel to UN peace operations?
- What is the impact of the national criteria and procedures on women and men?
- What is the impact of United Nations criteria and procedures on women and men?
- What is the experience of women and men who have deployed? Would they want to go again? If not, why not?
- What is the experience of women and men who have not deployed?
- What is the experience of female and male commanders with regards supporting nominations of women and men for deployment to peace operations?
- What are the barriers to women's selection and deployment to peace operations and how do they differ from men's?
- What are the solutions?

**Social context:** Provide an analysis of the social context.

The information required should answer the following questions:

- What's the progress of gender equality in the country?
- How are institutional policies or strategies impacted by the country's social context?
- What laws or strategies have been developed that had an impact on the security institution?

### **Political will**

The information required should answer the following questions:

- What support has the government provided in advancing gender equality in the society in general and in the security institution in particular in the past?
- Where does the project fit into governmental support to gender equality?

### **Institutional capacity:**

- What is the technical capacity in the security institution? Are there gender advisers? If yes, are the gender advisers included in the organization's structure and funded through an ongoing budget line?
- What is the capacity of the institution to design, plan and implement actions to promote gender equality / parity?

**To submit a national barrier assessment report, the following elements are required:**

- Country profile
- Methodology
- Key findings and statistics
- Identification of universal vs. contextual factors
- Barriers identified and analysis
- Impact of barriers to women's deployment
- Recommendations for action

Please see <https://elsiefund.org/barrier-assessment/> and Appendix 1 of the EIF Terms of Reference and watch the LOI video tutorials.

## **17. Why is a barrier assessment required when requesting for project funding? What is a barrier assessment for? Why is a barrier assessment needed?**

A barrier assessment creates an empirically grounded foundation for the elaboration of T/PCC-specific interventions aimed at increasing the meaningful participation of uniformed women in United Nations peace operations.

It also generates a baseline assessment of existing barriers to the deployment of women peacekeepers against which progress can be evaluated.

### **18. Can a military / police institution conduct their own barrier assessment?**

A T/PCC can conduct its own barrier assessment providing it fulfils the Fund's criteria and submits all the information required.

A T/PCC can conduct its own barrier assessment using internal resources. However, the Fund encourages consideration of using independent analysts (NGO, think tank, academics), or partnering with another Member State.

### **19. What methodology can a military / police institution use for conducting a barrier assessment?**

A T/PCC can choose their own methodology according to their own context providing it meets the Fund's criteria (see Appendix 1 of the EIF Terms of Reference and above explanation).

A publicly accessible barrier assessment methodology has been developed by the Geneva Centre for Security Sector Governance (DCAF) called Measuring Opportunities for Women in Peace Operations (MOWIP) that T/PCCs can consider using which is recommended.

Please visit <https://elsiefund.org/measuring-opportunities-for-women-in-peace-operations-barrier-assessment-methodology/>. You can download the methodology in English, French and Spanish at <https://www.dcaf.ch/mowip-methodology>. Check out the DCAF Toolbox at <https://www.dcaf.ch/mowip>.

### **20. What is the DCAF Measuring Opportunities for Women in Peace Operations (MOWIP) methodology?**

The MOWIP methodology measures women's meaningful participation in peace operations from the perspective of the troop- and police-contributing countries (TPCCs). It is a comprehensive tool designed to identify opportunities for and barriers to women's full integration in a military or police organization, and their access to deployment in UN peace operations.

Meaningful participation refers not only to the numbers or proportions of women deployed. The MOWIP methodology measures women's meaningful participation in peace operations from the perspective of the TPCCs by looking at five key factors shaping meaningful participation: Needs, Access, Participation, Resources, and Impact (NAPRI).

In this framework, meaningful participation occurs when:

- women's pre-deployment, deployment, and post-deployment needs are met;
- women have access to the rights, benefits and resources allocated for the pre-deployment process, deployment opportunities, and post-deployment transitions;
- women participate equitably in decision-making, planning, implementation and evaluation of all peace operations-related activities;
- resources at the national and organizational level are allocated to create equitable work environments; and

- women have a measurable impact on how peace operations are conducted and when the impact of deployment on the lives of uniformed women is positive.

Using this methodology, TPCCs will be able to answer the following questions:

- Which best practices have helped improve women’s meaningful participation in UN peace operations to this point?
- Which issue areas constitute the main barriers to women’s meaningful participation in UN peace operations?
- Are the identified barriers unique to women or are they shared by men?
- What are the experiences of men and women with respect to UN peace operations?
- Are there differences between institutional policies related to women’s meaningful participation and the actual experiences of women with regards to meaningful participation?
- What are concrete recommendations to improve women’s meaningful participation in UN peace operations?

The MOWIP methodology includes three tools: a fact-finding form (FFF), a survey of at least 380 male and female personnel, and key decision-maker interviews around peace operations. These three tools are used to evaluate a comprehensive set of indicators that measure barriers and opportunities in the ten issue areas. Performance on these indicators translates into a score and a ranking of the relative importance of each issue area for improving women’s meaningful participation in the institution and in UN peace operations. Each tool is a necessary component for the effectiveness of the methodology, and each issue area must be assessed using the three tools in order to provide a reliable score and ranking of the ten issue areas.

The ten issue areas are categorized according to different stages below:

**Pre-deployment stage: including factors that affect force generation**

1. Eligible pool - Are there enough women in national institutions?
2. Deployment criteria - Do criteria match the skills needed in peace operations?
3. Deployment selection - Does everyone have a fair chance to deploy?
4. Household constraints - Are there arrangements for families of deployed women?

**Deployment stage: including difficulties for women during peace operations**

5. Peace operations infrastructure - Are accommodation and equipment designed to meet women’s needs?
6. Peace operations experiences - Do positive and negative experiences in peace operations affect women’s deployment decisions?

**Post-deployment stage: including factors that affect redeployment**

7. Career value - Do deployments advance women’s careers?

**All stages**

8. Top-down leadership - Do leaders at all levels support women’s deployment?

**Cross-cutting**

9. Gender roles - Do preconceived attitudes about women preclude their ability to deploy?
10. Social exclusion - Are women treated as equal members of the team?

## **21. Where can I find the MOWIP Methodology?**

You can download the methodology in full in English, French and Spanish at [dcaf.ch/mowip-methodology](https://dcaf.ch/mowip-methodology).

You can download each of the data collection tools and templates in Word or Excel format from the DCAF Toolbox at [dcaf.ch/mowip](https://dcaf.ch/mowip). The toolbox is regularly updated with additional “Explainers” which provide further information on applying the methodology.

## **22. Is there assistance provided to apply the DCAF MOWIP methodology?**

Yes, in addition to the freely accessible [MOWIP Toolbox](#), the DCAF MOWIP Helpdesk and Cornell Gender and Security Sector (GSS) Lab currently support TPCCs in implementing the MOWIP methodology. They can be used by staff from TPCCs, organizations currently/potentially supporting the implementation of a MOWIP assessment (assessment partner / national research institution in country), UN Women or other Partner UN Organizations that currently/potentially support MOWIP assessments.

The [Cornell GSS Lab](#) provides technical assistance and, upon request, training, data analysis and data storage support to TPCCs and national research partners implementing the MOWIP methodology. The GSS Lab can support TPCCs for free. In return however, TPCCs are asked to share their anonymised data with Cornell for their academic research.

There are three partnership models available for a TPCC to work with DCAF; two models include the TPCC working with the DCAF MOWIP Helpdesk and the Cornell GSS Lab, and the third model includes working with the DCAF MOWIP Helpdesk only. Please see DCAF’s MOWIP explainer 1 - Implementation options using the DCAF MOWIP Helpdesk and Cornell Lab [here](#).

As per MOWIP explainer 1 (Box 1.1), there are three Partnership Models with a TPCC:

A: Cornell GSS Lab only	B: Cornell GSS Lab in partnership with a national research institution	C: National research institution only
<b>Nature of partnership</b>		
<p><b>TPCC uses an assessment partner to collect data and the Cornell GSS Lab processes and analyzes the data.</b> All MOWIP documentation and DCAF Helpdesk support are available. Cornell trains and supports the assessment partner in preparing to conduct all the data collection (FFF, interviews, and survey), does the data cleaning and analysis, and provides the assessment partner with the processed data and a skeleton report for them to use as the basis for the MOWIP Report.</p>	<p><b>TPCC uses an assessment partner to collect data; and a national research institution in partnership with Cornell processes and analyzes the survey data.</b> All MOWIP documentation and DCAF Helpdesk support are available. Cornell provides support and capacity building to the assessment partner and national research institution as required. Assessment partner/national research institution write the MOWIP report.</p>	<p><b>TPCC uses an assessment partner to collect data and a national university (or another research institute) processes and analyzes the data.</b> All MOWIP documentation and DCAF Helpdesk support are available. No support available from Cornell GSS Lab.</p>
<b>Data Agreement (see Limitations for details of Cornell Data Agreement)</b>		
Required with Cornell only; Cornell stores and retains data for own research purposes.	Required with Cornell and national research institution; Cornell stores and retains data for own research purposes; national research institution can access data if/as stipulated by TPCC in agreement.	Required with national research institution only; national research institution stores data. Cornell has no access to data.
Data agreements for Models A and B are concluded on Cornell's behalf by DCAF. They are signed by the security institution and can also include the assessment team. DCAF can provide a model contract for TPCCs using Model C, but cannot provide legal advice or any additional support.		

The DCAF MOWIP Helpdesk provides TPCCs and their partners with tools, resources and guidance needed to apply the MOWIP methodology regardless of a partnership with the Cornell GSS Lab. It can also support TPCCs in their applications to the Elsie Initiative Fund by, for example, reviewing budgets and assessment plans. It does not provide project management responsibilities, undertake field research nor draft MOWIP reports.

The DCAF MOWIP Helpdesk and Cornell GSS Lab can support Fund applicants until at least March 2022 and is actively seeking funding to continue providing these services to Elsie Fund recipients beyond this date.

The DCAF MOWIP helpdesk can be contacted at [elsie@dcaf.ch](mailto:elsie@dcaf.ch). (English, French or Spanish.)

The Cornell GSS Lab can be contacted at [smk349@cornell.edu](mailto:smk349@cornell.edu).

**23. How much does a barrier assessment using the DCAF MOWIP methodology cost?**

A barrier assessment using the DCAF MOWIP methodology ranges from US\$150,000 to \$220,000.

A T/PCC can apply for funding for the full cost of a barrier assessment using the DCAF MOWIP methodology.

**24. How long does a barrier assessment using the DCAF MOWIP methodology take?**

On average, the time required is between **8 months to 1 year, and is dependent on the responsiveness of a TPCC.**

**25. What are the minimum standards for the MOWIP Methodology?**

The MOWIP methodology is designed to be adapted to a specific cultural and institutional context. However, there are certain minimum standards, which are outline in section 2.2.1 of the [MOWIP Methodology](#). In brief, the methodology must:

- i. Be conducted with impartiality and in compliance with national and international ethical requirements.
- ii. Provide a comprehensive list of policies, facts, and numbers about the institution for each of the ten issue areas.
- iii. Capture the experiences of both male and female personnel across all ten issue areas in a way that allows for systematic comparison across groups (at least 380 personnel must be surveyed; focus groups cannot replace the survey.)
- iv. Explain how the strategic decisions about peace operation priorities for a country are made.
- v. Capture data for all ten issue areas.
- vi. Have the results and recommendations validated by the security institution.

**26. Is it mandatory to use the DCAF MOWIP methodology to conduct a barrier assessment?**

No. T/PCCs can choose their own methodology according to their own context providing it meets the Fund's criteria (see Appendix 1 of the EIF Terms of Reference and the explanation provided on question 16).

## **PROJECT FUNDING**

**27. What is project funding?**

Project funding is a type of funding provided for approved activities and associated budget as articulated through a proposal.

Eligible projects for project funding include:

- A barrier assessment (see Appendix 1: Barrier Assessment Criteria; see also questions 15 to 21 above)

- One or more coordinated initiatives undertaken under the direction of the applicant that aim(s) to address at least one relevant barrier to the meaningful deployment of uniformed women peacekeepers.

Projects must contribute to the achievement of at least one of the Fund's four outcomes:

- Outcome 1: Expanded country-specific knowledge of barriers to the meaningful deployment of uniformed women peacekeepers to United Nations missions
- Outcome 2: Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations
- Outcome 3: Increased pool of uniformed women eligible to deploy as United Nations peacekeepers
- Outcome 4: Improved working conditions for uniformed women peacekeepers in United Nations peace operations.

## **28. What types of activities can be eligible for project funding?**

Here are some examples of activities eligible for project funding as per the EIF Terms of Reference (p. 15).

- A T/PCC conducts a barrier assessment. (Outcome 1)
- A T/PCC subcontracts a civil society organization to conduct a barrier assessment. (Outcome 1)
- A TCC:
  - offers a course to instruct women potential UN Military Observers to drive manual transmission vehicles cross-country and uses funds to design and promote the course, as well as offset expenses such as petrol and participant and instructor travel (Outcome 2 and/or 3);
  - creates a national-level recruitment campaign to attract more women into military service and uses funds to design, test, and disseminate effective messages; convene events and travel-related expenses; offer childcare during information and awareness sessions; and meet the additional expenses of medical testing for women candidates (Outcome 3); and
  - having identified through the barrier assessment that the attitudes of men middle ranking officers in their National Defence Headquarters is resulting in women candidates for UNMO or staff officer positions being discouraged, or their applications 'lost', funds a project to further survey underlying attitudinal and cultural issues and potentially develop unconscious bias or other training for staff in their National Defence Headquarters (Outcome 2).
- A PCC:
  - creates a campaign aimed at women officers in national and regional police services designed to create awareness about opportunities for deployment to UN peace operations and uses funds to create and circulate written materials; convene events; and pay for travel and mentoring-related expenses for former uniformed women peacekeepers (Outcome 3), or
  - implements training and mentorship programs targeted at commanders and senior personnel serving in UN missions (most of whom are men), with the objective of ensuring leaders understand the importance of the contributions of uniformed women to peacekeeping. Funds are used for costs related to documentation and research; training; mentorship; and evaluation. (Outcome 4)
- A TCC:
  - applies to the Fund for a premium to deploy a gender-strong infantry battalion,

- which is approved, but as a result of a concurrent barrier assessment learns that none of their current barracks can accommodate the mix of men and women soldiers that is required for a gender strong unit, and consequently applies to the Fund for support to modify an existing barracks to ensure there is appropriate facilities available as the gender-strong unit is formed and conducts its pre-deployment training (Outcome 2), and
- wishes to expand the capacity of its Peacekeeping Training Centre to prepare female soldiers and mixed units for deployment and seeks funds to assist in the costs of building more accommodation and ablutions facilities specifically for women soldiers (Outcome 2).

You may also want to check the EIF website on descriptions of [Funded Projects](#).

## **GENDER-STRONG UNIT (GSU)**

### **29. What is a gender-strong unit?**

A GSU is a military contingent or formed police 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.

### **30. How can a T/PCC qualify for a GSU Premium?**

To qualify for GSU premium a T/PCC will need to deploy a unit with a percentage of women that exceeds the United Nations Uniformed Gender Parity Strategy (UGPS) 2018-2028 target by 5%.

For example, the UGPS target for military contingent target is 9% in 2022. A military contingent would need to deploy at least 14% women in all roles and functions including operational and command roles to qualify for a GSU premium.

The UGPS target for formed police units (FPU) is 12% in 2022. An FPU would need to deploy at least 17% women in all roles and functions including operational and command roles to qualify for a GSU premium.

Here are further guidelines to qualify for a GSU premium:

- The proposal must demonstrably and substantially increase the number of uniformed women in, and their percentage of, a formed unit that will deploy on a peacekeeping operation (military unit or formed police unit).
- The proposal must demonstrate that the women deployed are fully integrated into the unit and contribute to its mandate and all the tasks the unit will be asked to perform (including patrolling, security tasks, engagement, and response to incidents). This includes that all women are fully trained for the role(s) they perform in the unit and have participated in all pre-deployment training and preparation.
- All members of the unit must meet, and ideally exceed, existing DPO requirements for pre-deployment training on gender in the military/police, sexual and gender-based violence, conflict related sexual violence, sexual harassment and sexual exploitation and abuse.

- The proposal must demonstrate that there are adequate procedures to deal with instances of sexual harassment and assault, and sexual exploitation and abuse.
- The proposal must demonstrate that appropriate contingent-owned equipment for both men and women peacekeepers will be provided.
- The proposal should be for the duration of the deployment of that unit (usually 12 months) and can be extended two additional deployment periods (usually 12 months each).
- The proposal demonstrates commitment to employing women across all ranks and across all sub- units. Optimally, women would be proportionally represented at all ranks in the unit.
- The proposal demonstrates how the increased representation of women in peacekeeping will be sustained over time, including after the end of the project.

Priority will be given to T/PCCs that envisage reinvesting the premium in ways that further promote the goals of the Fund.

**31. Does a T/PCC need to conduct a barrier assessment to be able to access the GSU premium?**

No, you do not need to undertake a barrier assessment if you are applying for a GSU premium.

**32. How is the GSU premium calculated?**

See question 8.

**33. Do military or police personnel deployed in the unit receive the GSU premium?**

No, the premium is reimbursed by the Elsie Initiative Fund to the T/PCCs for reinvestment, it is not directly given to the personnel deployed.

**34. Who can apply for a GSU premium?**

T/PCCs – military and police institutions can apply for a GSU premium when deploying military contingents or formed police units that meet the GSU criteria.

The GSU premium is not applicable for the deployment of military observers, staff officers and individual police officers.

UN organizations are not eligible to apply for a GSU premium.

**35. When does a T/PCC receive the GSU premium? Can a T/PCC receive the GSU premium in advance?**

A T/PCC receives the GSU premium at the end of the deployment. The T/PCC self-finances all activities in support of the deployment of a gender- strong unit.

The T/PCC cannot receive the GSU premium in advance.

The results indicators related to the gender-strong unit need to be independently

measured and verified, before the premium can be granted.

**36. Can a T/PCC request for funding to support the deployment of a GSU?**

Yes, through a project funding request providing a barrier assessment study has been conducted.

**CRITERIA FOR PRIORITIZATION**

The criteria for prioritization are provided in the EIF Terms of Reference (p. 17-18) as per below.

Applications (Letters of Interest and proposals) will be assessed against established criteria which include:

- Compliance with Requirements – Applicants must meet eligibility criteria and submit all components required for a complete application.
- Impact and Strategic Relevance – Preference will be given to projects that contribute to multiple outcomes; include baseline data and realistic targets; and are likely to result in the deployment of a significant volume of uniformed women, including in strategic and leadership roles. Preference will be given to projects that are proposed by T/PCCs, in particular those that are official development assistance (ODA) eligible.
- Engagement – Applicants must demonstrate how women, particularly uniformed personnel, play integral roles throughout the project cycle.
- Sustainability and Extension – Preference will be given to projects that are likely to contribute to the sustained increased of the deployment of uniformed women by a T/PCC, and this includes projects that: demonstrate clear national ownership; and are likely to yield insights and lessons that can be shared with other T/PCCs. For proposals for gender-strong unit premiums, preference will be given to submissions that specify a T/PCC’s intentions to reinvest the gender-strong unit premium in activities that further contribute to the goals of the fund.
- Innovation – The Fund seeks to support innovative solutions and new approaches to overcoming barriers.
- Cost effectiveness – Applications must include reasonable costs and demonstrate an economical use of resources; financial and in-kind contributions from other parties should be noted.
- Management and Monitoring – Evaluators will assess the proposed approach to project management, including reporting, as well as the extent to which applicants have included a thoughtful risk analysis and strategies for mitigation.

**MONITORING AND EVALUATION**

**37. Will the monitoring and evaluation be conducted by the recipient or will there be external monitoring?**

The recipient will be required to provide a monitoring and evaluation matrix with detailed indicators. A written report -narrative and financial -will be required to be submitted by the recipient to the Fund every six months and disbursement of funds will be by tranches according to the completion of activities as per the reports.

The Fund will also conduct independent monitoring and evaluation activities.