



Monitoring and Evaluation Framework Version 1.0

Elsie Initiative Fund for Uniformed Women in Peace Operations – a United Nations Trust Fund

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Acronyms

Acronym	Definition
A4P+	Secretary-General's Action for Peacekeeping priorities
CRSV	Conflict-Related Sexual Violence
COE	Contingent Owned Equipment
CSO	Civil Society Organization
DCAF	Geneva Centre for Security Sector Governance
DPO	Department of Peace Operations
EI	Elsie Initiative
EIF	Elsie Initiative Fund
FPU	Formed Police Unit
FPF	Flexible Project Funding
FTE	Full-Time Equivalent
GAC	Global Affairs Canada
GSU	Gender Strong Unit
HACT	Harmonized Approach to Cash Transfers
HRDDP	Human Rights Due Diligence Policy
IPO	Individual Police Officer
M&E	Monitoring and Evaluation
MEF	Monitoring and Evaluation Framework
MOWIP	Measuring Opportunities for Women in Peace Operations
MPTFO	Multi-Partner Trust Fund Office
NGO	Non-Governmental Organisation
OMA	Office of Military Affairs
PD	Police Division
PMF	Performance Measurement Framework
PPID	Policy, Programme, and Intergovernmental Division
PRODOC	Project Document
PSH&R	Peace, Security, Humanitarian and Resilience
PUNO	Participating UN Organizations

SC	Steering Committee
SDG	Sustainable Development Goals
SEA	Sexual Exploitation and Abuse
SO	Staff Officer
TC	Technical Committee
T/PCCs	Troop- and Police-Contributing Countries
ToC	Theory of Change
ToR	Terms of Reference
UGPS	Uniformed Gender Parity Strategy
UNEG	United Nations Evaluation Group
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WPSHA	Women Peace, Security and Humanitarian Action Section

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1. Executive Summary

While there are currently over 75,000 military and police peacekeepers serving in United Nations peace operations¹, women represent less than 8 per cent of uniformed personnel². Moreover, the meaningful participation of uniformed women peacekeepers – which refers to the inclusion of women in operation and mission planning and decision making, equal access to opportunities, promotions in line with experience and qualifications, and access to a safe and equal workplace – continues to lag. As demonstrated in the Elsie Initiative for Women in Peace Operations Baseline Study³, women’s poor representation in peace operations are often context specific; it is necessary for troop- and police-contributing countries (T/PCCs) to address the barriers to deployment of uniformed⁴ women within their specific national context and prepare and deploy more women to peacekeeping operations.⁵

The Elsie Initiative Fund for Uniformed Women in Peace Operations (“the Elsie Initiative Fund”, “EIF”) aims to support and incentivize efforts to increase the meaningful participation of uniformed women in United Nations peace operations.⁶ Through this Monitoring and Evaluation Framework (MEF), the performance of the EIF in meeting United Nations and EIF outcomes will be evaluated, with the EIF responsible to establish a formal data collection structure with Fund recipients to report on indicators necessary for monitoring and reporting purposes, and assess how to better manage the EIF.

In addition to monitoring secondary data from publicly available sources, the EIF will rely on Fund recipients to inform progress towards outcomes and will use project reporting forms in [Appendix B – Quarterly Reporting Templates](#) to collect the necessary data from fund recipients. The data to be collected includes information related to activities that Fund recipients have conducted to achieve expected EIF outcomes.

The EIF Secretariat will lead the implementation of the MEF and its related activities; the EIF Secretariat will also require support from internal and external resources to successfully conduct these monitoring and evaluation activities.

The MEF is to be endorsed by the EIF Steering Committee (SC) in Q3, 2022. The EIF distributed data collection tools and reporting templates to Fund recipients in Q2, 2022.

The SC agreed the following EIF evaluations at the 11 April 2022 Steering Committee meeting, totaling USD\$ 825,000:

- 1) A formative evaluation of the EIF to be conducted in Q2, 2023,
- 2) A summative evaluation of the EIF in 2025, and
- 3) An ex-post evaluation of the EIF in 2028.

¹ https://peacekeeping.un.org/sites/default/files/00-front_page_msr_june_2022.pdf

² <https://elsiefund.org/gender-statistics-dashboards/>

³ [Elsie Initiative for Women in Peace Operations: Baseline Study, DCAF, 2018](#)

⁴ The term “uniformed” refers to the Military and Police in the context of the EIF

⁵ [The Elsie Initiative Fund for Uniformed Women in Peace Operations Terms of Reference 2019-2024, EIF](#)

⁶ [The Elsie Initiative Fund for Uniformed Women in Peace Operations Terms of Reference 2019-2024, EIF](#)

2. Background and Elsie Initiative Fund Overview

2.1 The Elsie Initiative Fund

The Elsie Initiative Fund is a United Nations Trust Fund established in March 2019 for an initial five-year period (2019-2024) and is one component of Canada's Elsie Initiative for Women in Peace Operations (the Elsie Initiative).⁷ The EIF is administered by the UNDP Multi-Partner Trust Fund Office (MPTFO): <https://mptf.undp.org/fund/eif00>.

The Elsie Initiative is a multilateral project led by Global Affairs Canada (GAC) aimed at increasing meaningful participation of uniformed women⁸ in United Nations peacekeeping. The Elsie Initiative (EI) includes several components, including bilateral technical assistance and training partnerships with the governments of Ghana, Senegal and Zambia, efforts to create more receptive mission environments, political advocacy, and a global Fund – the EIF.⁹ Canada is a founding member of the EIF, a contributor to the EIF along with eight other contributors¹⁰, a member of the EI contact group and a T/PCC contributor.

The EIF, a United Nations Trust Fund, was designed to provide financial contributions to troop- and police-contributing countries (T/PCCs) and Participating UN Organizations (PUNOs) to help towards achieving the Elsie Initiative's broader objectives of "developing, applying, and testing approaches to overcome barriers to increasing women's meaningful participation in UN peace operations".¹¹ The EIF is hosted by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) under the Peace, Security, Humanitarian and Resilience (PSH&R) Section in the Policy, Programme, and Intergovernmental Division (PPID), and the EIF Secretariat is overseen by a SC co-chaired by Canada and UN Women.

The EIF aims to support and incentivize efforts to increase the meaningful participation of women in United Nations peacekeeping. T/PCCs and PUNOs can apply for EIF project funding to support the deployment of trained and qualified uniformed women, with a focus on substantially increasing the representation of women overall and in positions of authority, through the following two modalities:

1. **Flexible project funding (FPF):** Financial assistance to support evidence-based activities and the deployment of trained and qualified uniformed women in police and military roles by undertaking a range of projects, including the conduct of a barrier assessment, using either the DCAF – the Geneva Centre for Security Sector Governance Measuring Opportunities for Women in Peace Operations (MOWIP) barrier assessment methodology, or a credible national barrier assessment methodology.
2. **Premiums for gender-strong units (GSU):** Financial premiums for the deployment of military or police units with substantial female representation, gender-equity training and parity-conscious material, to serve as an incentive to increase meaningful deployment of women to United Nations peacekeeping.

⁷ [Elsie Initiative for Women in Peace Operations, Government of Canada](#)

⁸ The term "uniformed" refers to the Military and Police in the context of the EIF

⁹ <https://mptf.undp.org/fund/eif00>

¹⁰ <https://mptf.undp.org/fund/eif00>: Donor tab

¹¹ [Elsie Initiative for Women in Peace Operations, Government of Canada](#)

3. Monitoring and Evaluation Framework Objectives

3.1 Framework Purpose and Objectives

The EIF seeks to implement a Monitoring and Evaluation Framework (MEF) to ensure that financial assistance allocated to T/PCCs and PUNOs contributes positively to the EIF's and the Elsie Initiative's goals as well as the broader United Nations' goals. Through its mission, the Elsie Initiative – and by extension the EIF – contributes to broader United Nations goals such as those set forth in the Security Council resolutions on Women Peace and Security¹², the United Nations Sustainable Development Goals¹³ (SDG) (particularly SDGs 5, 10 and 16), the Uniformed Gender Parity Strategy (UGPS) 2018-2028¹⁴ and the Secretary-General's Action for Peacekeeping (A4) and A4P+ priorities.¹⁵

The objective of the EIF MEF is to identify indicators to measure progress made by Fund recipients through the EIF as well as provide monitoring and evaluation plans to track the overall advancement of the EIF and how it contributes to wider efforts made by the United Nations and the Elsie Initiative.

This MEF identifies how the EIF contributes to improving the mission of the Elsie Initiative, as well as provides a way to report back success factors, effective practices and lessons identified regarding actions and contributions towards improving women's meaningful participation in peacekeeping.

The MEF will serve the following purpose:

- Ensure that evidence-based monitoring and evaluation (M&E) is embedded within the EIF project cycle and takes place at regular intervals;
- Provide a baseline and target for evaluating the success of the EIF and guide reporting processes;
- Ensure coordination, collaboration, and alignment with Fund recipients for incorporating monitoring and evaluation practices and tools into their project documentation, planning, and operations;
- Identify and collect relevant data on reducing barriers to deployment of uniformed women in United Nations peacekeeping;
- Provide accurate information, updates, and findings to the Elsie Initiative and other key stakeholders
- Ensure that knowledge generated through performance measurement is captured and disseminated both internally and externally, to all relevant stakeholders;
- Contribute to the current knowledge base regarding reducing barriers to women's meaningful participation in United Nations peacekeeping.

¹² [Security Council Resolutions on Women, Peace and Security, United Nations](#)

¹³ [The 17 Goals, Department of Economic and Social Affairs, United Nations](#)

¹⁴ [Uniformed Gender Parity Strategy 2018-2028, United Nations Peace Operations, United Nations](#)

¹⁵ [A4P+ Priorities for 2021-2023, United Nations Peacekeeping, United Nations](#)

3.2 Framework Scope

This MEF will cover the following components:

Table 1 Monitoring and Evaluation Framework contents

Section	Title	Description
1	Executive Summary (pg. 8)	High-level summary of the MEF including overview of the Elsie Initiative Fund, MEF objectives, and a high-level summary of the performance measurement strategy and M&E plan.
2	Background and Elsie Initiative Fund Overview (pg. 9)	Provides an overview of the Elsie Initiative Fund background and context.
3	Monitoring and Evaluation Framework Objectives (pg. 10)	Describes the MEF purpose, objectives and scope.
4	Performance Measurement Strategy (pg. 12)	Identifies and plans how performance data will be generated and collected to support ongoing monitoring of the EIF's activities, mainly through an Indicator Placemat
5	Monitoring and Evaluation Plan (pg. 18)	Tracks and assesses the performance of the EIF through data collection and analysis and assessment of how the EIF is meeting its objectives
6	Implementation (pg. 30)	Outlines a timeline and estimated resources necessary to implement the Performance Measurement Strategy and M&E Plan

The MEF covers the EIF's initial 5-year period (March 2019 – March 2024) and includes monitoring and evaluation measures that would need to occur beyond this five-year period to assess the impact and sustainability of individual interventions and projects.

3.3 Intended Users

The intended users of the EIF's MEF are as follows:

Table 2 Intended Users of the EIF MEF

Group	Users	Use of the MEF
Internal Stakeholders	EIF Secretariat and UN Women	The EIF will use the MEF to track the progress of Fund-recipients in increasing women's deployment to peacekeeping operations and the overall success of the EIF
	EIF Steering Committee (SC)	SC will receive regular reports on Fund outcomes from the EIF Secretariat to inform strategic guidance to achieve the EIF's programmatic objectives.
	Technical Committee (TC)	TC will be informed of results achieved by the EIF
	Multi-Partner Trust Fund Office (MPTFO)	EIF's administrative agent will be informed of results achieved by the EIF
External Stakeholders	Elsie Initiative (Global Affairs Canada)	Elsie Initiative (and Canada as EIF Secretariat co-chair) will use data and results generated through the EIF MEF to showcase how the EIF contributes to the Elsie Initiative's overall mission
	Fund recipients and implementing entities (T/PCCs and PUNOs)	T/PCCs and PUNOs (Fund recipients), will use content from the MEF to guide their data collection and performance tracking efforts, and where required, with implementing partner support (i.e., Civil Society Organizations (CSOs) or Non-Governmental Organisations (NGOs). The EIF will also share observations, findings, effective practices and lessons identified during its M&E activities with stakeholders including T/PCCs and other communities of practice.
	United Nations Department of Peace Operations (DPO) - Office of Military Affairs (OMA) and Police Division (PD)	Relevant observations, findings, effective practices and lessons identified from the EIF can be leveraged by the DPO to advocate for the increased deployment of uniformed women with T/PCCs and within their peace keeping missions.
	Donors (Australia, Canada, Denmark, Finland, Germany, Netherlands, Norway, Republic of Korea, United Kingdom)	Donors to the EIF will be informed of Fund outcomes in accordance with the MPTFO's Standard Administrative Agreement, EIF newsletters and an annual briefing for Donors.
	Other interested parties including all T/PCCs and United Nations member states, Research Institutions e.g., DCAF, IPI, CSOs, NGOs, policy makers, etc.	Other interested parties working to increase the meaningful participation of women in peacekeeping operations, and women's contributions in achieving multidimensional United Nations peacekeeping mandates will be interested in the results generated from the MEF.

4. Performance Measurement Strategy

4.1 Overview of Strategy

The Performance Measurement Strategy presents the EIF plan to achieve its desired ultimate impact to accelerate the pace of change towards the increased meaningful participation of uniformed women in United Nations peacekeeping, working alongside T/PCCs, PUNOs and other stakeholders. It also presents an approach to how knowledge gained by the EIF can contribute to the global conversation on increasing the representation of uniformed women in United Nations peacekeeping – its secondary impact. It includes assumptions that outline what would need to be true for the EIF to achieve its desired outcomes.

The Performance Measurement Strategy is composed of a Theory of Change and Results Framework, as well as Performance Measurement Framework (PMF) including indicators to measure intended outcomes.

4.2 Theory of Change and Results Framework

The following section describes the EIF’s current intervention logic and the key assumptions underlying the EIF’s Theory of Change (ToC).

4.2.1 Theory of Change

The EIF’s results framework is based on the following ToC, as described in the EIF Terms of Reference (ToR):¹⁶

The ultimate impact of the EIF is to **“contribute to accelerating the pace of change towards the increased meaningful participation of uniformed women in United Nations peace operations”**. The secondary impact is, that **“knowledge gained by the EIF contributes to the global conversation on increasing the representation of uniformed women in United Nations peace operations”**.

The ultimate and secondary impacts will be achieved by four outcomes:

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

Identifying, understanding and acknowledging the range of barriers limiting women’s meaningful participation in United Nations peacekeeping and security sector institutions in specific national contexts, is a prerequisite to formulating solutions that can lead to the reduction of barriers to the deployment of uniformed women. Without evidenced-based knowledge of barriers that uniformed women face at institutional and national levels, T/PCCs may not understand the need for, or how to implement adequate measures to foster enabling environments for women. This outcome can be achieved through the conduct of a comprehensive barrier assessment to advance country-specific knowledge of barriers to deployment and identify actions and measures to reduce these barriers.

- 2. Increased meaningful deployment of uniformed women peacekeepers to United Nations peace operations**

Increasing the meaningful deployment of uniformed women peacekeepers to United Nations missions through the provision of financial assistance and commitments to address identified

¹⁶ <https://elsiefund.org//srv/htdocs/wp-content/uploads/2020/05/tor-elsie-fund-english.pdf>

barriers will support fostering conditions for T/PCC Fund recipients to advance the meaningful participation of uniformed women.

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 there are enough uniformed women at all ranks and levels in United Nations peacekeeping.

Outcomes two and three will be achieved through implementation of activities such as formalizing procedures and policies to recruit uniformed women, launching recruitment campaigns for national armed forces and police services targeted toward women, conducting skills training for uniformed women on the minimum UN proficiency levels and testing (e.g. AMS SAAT), developing gender equality policies that ensure equal opportunities for women through their career (e.g. recruitment, training, assignments, promotions and welfare), creating receptive environments for women (e.g. construction of accommodation and ablution facilities in national training centers, daycare facilities), delivering training on gender¹⁷ to women and men in preparation for deployment as United Nations peacekeepers, and conducting awareness campaigns, events and sessions to inform uniformed women in national armed forces and police services about deployment opportunities and providing the necessary information to apply.

Outcome three will also be achieved through activities such as the establishment of rosters of women police and/or military eligible to deploy in peacekeeping.

4. Improved working and/or living conditions for uniformed women peacekeepers in United Nations peace operations

Improving the working and/or living conditions for uniformed women in United Nations peacekeeping aims to ensure equal opportunities and parity of deployment conditions to uniformed women, including through improved attitudes and knowledge regarding gender equality within a mission. This outcome will be achieved through in-mission innovative projects to improve the workplace safety of deployed uniformed women peacekeepers such as improved accommodation and ablution facilities, in-mission pilot projects testing equipment or infrastructure to diminish barriers to uniformed women peacekeepers' full participation in mission tasks and pilot projects aimed at enhancing in-mission support structures to identify and address gender-related deployment challenges.

The following cross-cutting output will contribute to all outcomes:

- Collection of policy-relevant knowledge about increasing meaningful participation of uniformed women in United Nations peacekeeping.

The following key assumptions are embedded in the Theory of Change:¹⁸

- Barriers to the meaningful deployment of women in United Nations peacekeeping varies among T/PCCs and from mission to mission. Barriers are not mutually exclusive; they can interact and may be cumulative. This underpins the importance of commissioning barrier assessments to increase a T/PCC's knowledge and awareness of these barriers. A holistic and tailored approach on a mission-by-mission basis is also required to address these barriers.
- EIF support to T/PCCs and PUNOs aims to address barriers that can be addressed in shorter timeframes and contribute to addressing those that have systemic roots and may require

¹⁷ Training on gender to include Sexual Exploitation and Abuse (SEA) and zero tolerance of SEA, conflict related sexual violence (CRSV) and how to prevent and respond to CRSV, prevention of sexual violence and sexual harassment, and training on gender equality.

¹⁸ EIF ToR

significant time and effort to address adverse gender norms. It is assumed that recipients will engage in activities to address these barriers beyond the financial support and incentive payments provided by the EIF.

- Key to the success of the EIF and the achievement of intended outcomes, is strong engagement and ownership by Fund recipients. T/PCCs may choose to partner with United Nations organizations or CSOs to achieve outcomes, and recipients are encouraged to take innovative approaches and unique pathways to achieve intended outcomes.

4.2.2 Results Framework

The results framework depicts how the EIF’s outputs and outcomes contribute to the intended ultimate and secondary impacts. The results framework below is an updated version of the original results framework developed as part of the [Elsie Initiative Fund ToR](#). The results framework is intended to be a living document that may require updating over time when adaptations and design adjustments are made to EIF activities based on effective practices and lessons identified.

Figure 1 EIF Results Framework

ULTIMATE IMPACT	Support by the EIF contributes to accelerating the pace of change towards the increased meaningful participation of uniformed women in UN peace operations			
SECONDARY IMPACT	Knowledge gained by the EIF contributes to the global conversation on increasing the representation of uniformed women in UN peace operations			
OUTCOMES	1 Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to UN peace operations	2 Increased meaningful deployment of uniformed women peacekeepers to UN peace operations	3 Increased pool of uniformed women eligible to deploy as UN peacekeepers	4 Improved working or/and living conditions for uniformed women peacekeepers in UN peace operations
OUTPUTS	1.a. Barrier assessment (BA) is commissioned or undertaken by T/PCC	2.a. National projects aimed at reducing specific obstacles to the deployment of uniformed women peacekeepers identified in BAs are carried out 2.b. T/PCCs are reimbursed for some, or all of the additional costs incurred to deploy GSUs 2.c. T/PCCs have received GSU premiums for deployment of GSUs	3.a. Recruitment campaigns for national armed forces & police services that include messaging for women are launched 3.b. Training (e.g., training on gender equality in security institutions/peacekeeping, and in UN examinations) is delivered to prepare uniformed personnel to be deployed as UN peacekeepers 3.c. Awareness campaigns and activities to inform uniformed women in national armed forces and police services of deployment opportunities, deployment criteria, cost & benefits, and relevant application procedures are held	4.a. In-mission pilot projects to improve the workplace safety of deployed uniformed women peacekeepers are undertaken 4.b. In-mission pilot projects testing equipment or infrastructure to diminish barriers to uniformed women peacekeepers’ full participation in mission tasks, take place 4.c. Pilot projects aimed at enhancing in-mission support mechanisms or policies to identify and address gender-related deployment challenges are undertaken
CROSS-CUTTING OUTPUT	Collection of policy-relevant knowledge about increasing meaningful participation of uniformed women in UN peace operations developed			

4.3 Performance Measurement Framework

The Performance Measurement Framework for the EIF can be found in [Appendix A](#).

5. Monitoring and Evaluation Plan

5.1 Purpose and Objectives

The Monitoring and Evaluation (M&E) Plan is designed to measure the extent to which the EIF is meeting its objective to increase the meaningful participation of uniformed women in United Nations peacekeeping operations as per the Indicator Placemat ([Appendix A](#)).

The M&E Plan will:

- Outline data collection methods
- Assign roles and responsibilities for the management and collection of monitoring data
- Establish frequencies for data collection
- Outline expected limitations to monitoring the EIF's activities, examine the EIF's approach to evaluation, and list proposed evaluations, criteria, and sample questions

This monitoring and evaluation approach and methodology reflects and aligns with guiding principles set out by United Nations Evaluation Group (UNEG) best practices.¹⁹

5.2 Monitoring Plan

5.2.1 Data Collection Methods and Tools

Progress towards achieving EIF outcomes will be monitored systematically and reported regularly, using the Indicator Placemat in [Appendix A](#). There are five types of indicators to be tracked through this Framework: impacts, outcomes, outputs, cross-cutting outputs and inputs. As detailed in the Indicator Placemat, there are various data sources and data owners – this section outlines the primary and secondary data sources and how each data owner will contribute to monitoring EIF outcomes.

Fund Recipients

Fund recipients will play a key role in the collection of monitoring data. The EIF Secretariat's monitoring efforts will consist of obtaining and analyzing quantitative and qualitative data reported by Fund recipients for individual projects. All EIF-funded projects must contribute directly to at least one of the four EIF outcomes and target at least one of the associated indicators. Fund recipients are responsible to develop a detailed project results framework as part of their proposal and project document (PRODOC), in coordination with the EIF Results Framework, with guidance from the EIF Secretariat.

¹⁹ United Nations Evaluation Group Best Practices <http://www.uneval.org/>

Fund recipients are required to report on their project's progress on a quarterly basis using project reporting forms ([Appendix B: Quarterly Reporting Templates](#)). These templates contain the various indicators applicable to Fund recipient's projects, taken from the Indicator Placemat ([Appendix A](#)). The EIF will guide Fund recipients in the selection of indicators and provide recommendations regarding potential data collection tools to be used to monitor progress at the recipient level. It is important to note that although the EIF will advise the required indicators, Fund recipients are encouraged to identify and track additional indicators as necessary for their own short and long-term monitoring purposes.

The project reporting form must be provided to the EIF within the required reporting period timeframes for collation into the EIF's Indicator Placemat.

Fund recipients will be required to provide inputs as part of EIF-led monitoring and evaluation activities, be available for interviews, and provide contact details for women and men impacted by EIF-funded projects, so as to provide information on qualitative indicators, such as perceptions of conditions regarding the deployment of uniformed women to United Nations missions.

Partners

Certain EIF indicators necessary for the monitoring of ultimate and secondary impacts as well as cross-cutting outputs, will be requested and collected from stakeholders such as the DPO, and through United Nations data portals and websites. Secondary data sources include United Nations data on troop and police deployment, policy papers and academic literature on women in peacekeeping, websites and other information produced by partners. Monitoring activities will include a comprehensive review of the necessary documentation and datasets to report on the required indicators. Quantitative data extracted from these assets will be collated and organized into the EIF's Indicator Placemat.

EIF Secretariat

The EIF Secretariat will provide guidance and support Fund recipients in the development of project results frameworks, data collection tools, and completing reporting forms. Post-report submission, the EIF Secretariat will conduct a quarterly check-in with Fund recipients to discuss progress, challenges, effective practices, and lessons.

The EIF Secretariat will also conduct virtual and/or on-site monitoring missions and check-in sessions on a periodic basis during project implementation. This includes a mid-term monitoring mission to determine if current project implementation is effective and capture progress towards achieving outputs and outcomes, and a final monitoring or evaluation mission to assess whether EIF contributions had their intended effect and determine whether results have been achieved.

Additionally, the EIF will collect data on an ongoing basis regarding communications, funding amounts, letters of interest received, project proposals approved amongst others to report on relevant indicators in the PMF. Data collection activities related to this primary data collection will involve record keeping, reporting, to support research related to indicators.

5.2.2 Data Analysis and Reporting Considerations

Data Analysis

Data collected from Fund recipients, partners and the EIF Secretariat will be collated and standardized by the EIF Secretariat to ensure it is valid and robust for analysis.

Data will be collated as per the Indicator Placemat ([Appendix A](#)) and analyzed to assess how indicators track from a baseline dataset compared to targets. In addition to trend analysis, analysis of qualitative data will be conducted and form the basis for assessing the EIF's progress to ensure results can be tracked from the monitoring exercise. Multiple approaches to data analysis, interpretation and triangulation should be applied, as relevant. For example, data source triangulation should be used to validate monitoring data received from partners by adding additional sources of data to validate results, such as conducting further document reviews of external literature and/or conducting additional interviews with EIF project stakeholders.

As data is being analyzed, stakeholders responsible for the analysis will also be reporting on observed effective practices and lessons identified, with key challenges gathered from Fund recipients and partners. The results of these monitoring efforts will be used to inform decision-making.

Reporting Considerations

EIF monitoring and financial reporting data will be reported to EIF stakeholders on a regular basis. Reports will be shared internally with the SC, TC, and the MPTFO (where applicable) annually and will be integrated into the EIF Annual Progress Report to guide decision-making. These reports, which will include effective practices or lessons identified from monitoring activities will also be publicly available. The EIF Secretariat will compile the results of the data analysis into a reporting and/or dashboard template based on a selection of key indicators, which will be provided to stakeholders annually. Monitoring results will also be reported to external parties, partners, and donors, depending on an agreed upon frequency and format.

Consideration will also be given to monitoring of data related to Human Rights Due Diligence Policy (HRDDP) and the Harmonized Approach to Cash Transfers (HACT) compliance by T/PCCs during quarterly check-ins with Fund recipients and on-site and virtual M&E visits.

5.3 Evaluation Plan

5.3.1 Approach to Evaluation

The evaluation component of the EIF MEF will serve the following purposes:

- Assess the extent to which the EIF has achieved its stated objectives;
- Inform changes and/or adjustments to the EIF design and implementation; and,
- Inform effective practices and lessons identified with respect to increasing women's meaningful participation in United Nations peace operations.

The following guiding principles will drive the evaluation of the EIF:

- **Utilization-focused:** Assessments and evaluations conducted will be designed to inform decisions by the EIF Secretariat related to the EIF’s design and implementation (e.g., funding modalities (FPF and GSU premium), and types of projects funded through FPF to enable actions from recipient organizations, being T/PCCs and the UN; therefore, they need to provide pertinent, useful, and action-oriented findings.
- **Participatory and inclusive:** Assessments and evaluations will include participation from as many relevant stakeholders as possible, to assess the effectiveness of EIF activities in meeting the needs and priorities of stakeholders at various levels. The evaluations should also seek the perspectives of individuals that are commonly excluded from the evaluation process, including women peacekeepers, their peers and families, and where practical and appropriate, civilians in communities that United Nations missions serve, and former women United Nations peacekeepers who have left their military or police institutions. Stakeholder consultation will be important to collect meaningful insights to drive learning, changes and outcomes.
- **Contribute to learning and decision-making:** Assessments and evaluations are intended to improve the EIF’s operations, planning and delivery and should contribute to strategic decision-making regarding the EIF’s progress. Evaluations will be conducted in a manner that is objective and independent, with results made available to EIF stakeholders and publicly, in order to ensure a transparent and continuous learning process.

5.3.2 EIF Evaluations

The following evaluations are proposed to be undertaken or commissioned by the EIF:

1. Formative review/assessment of the EIF

Conduct a formative review/assessment in Q2 2023 on the conduct of previous programming rounds to inform future EIF programming rounds.

2. Summative evaluation of the EIF

Conduct a summative evaluation at the end of the first five years of the EIF pilot – Phase 1 (2019-2024) in 2025, aligned with the OECD DAC Evaluation Criteria,²⁰ to assess the relevance, effectiveness, efficiency, and sustainability of the EIF.

3. Ex-post evaluation of the EIF Phase 1 (2019-2024)

The EIF, Canada, other donors or stakeholders may also consider conducting an evaluation of the EIF Phase 1 in 2028 to assess changes and the EIF’s longer-term impacts, including towards the achievement of the goals set out in the 2018-2028 UGPS. This will support in assessing how the EIF contributed to the removal of longer-term barriers to the deployment of women in United Nations peacekeeping. Consideration should be given to securing committed funding and/or collaborators to conduct this evaluation.

²⁰ [Evaluation Criteria, DAC Network on Development Evaluation, OECD](#)

Further detail on the purpose, proposed evaluation criteria and key evaluation questions, recommended methodology, implementation and timelines for each evaluation is provided below, along with proposed evaluation criteria and sample evaluation questions to be refined by the EIF.

1. Formative Review/Assessment of the EIF

Table 3 Formative Assessment

Element	Description
Purpose	A formative review/assessment will be undertaken to assess how effective the operationalization of the EIF has been to date and how to enhance EIF processes and procedures in subsequent programming rounds. This evaluation would build on the outcomes of the EIF’s review of its first two programming rounds (2019 and 2021), scheduled Q4 2022, and their incorporation into the planning and conduct of subsequent programming rounds.
Objectives	<p>The objectives of the formative evaluation will be to:</p> <ul style="list-style-type: none"> • Assess the effectiveness of the EIF Secretariat’s programming, and identify challenges and key recommendations to enhance the EIF Secretariat’s programming, design, processes and delivery, including the provision of technical advice throughout project formulation, implementation, monitoring, and evaluation • Assess the extent to which EIF project-funded activities and outputs have been delivered and how these have contributed and/or are likely to contribute to the achievement of EIF outcomes • Identify challenges to project implementation and achievement of intended results
Proposed criteria and sample evaluation questions	<p>The following key criteria and sample evaluation questions can be considered:</p> <ul style="list-style-type: none"> • Design and delivery <ul style="list-style-type: none"> ○ To what extent is the EIF being operationalized as intended and is in alignment with the Elsie Initiative Fund ToR to enable the achievement of intended results? ○ How effective has the provision of technical advice and support to funded project throughout the development, approval, implementation and monitoring and evaluation been? ○ To what extent are EIF-funded projects being carried out as set forth in project proposals and in alignment with the EIF MEF? ○ How effective has the operationalization of the EIF (processes and procedures) been to date? What worked and what didn’t work well? ○ What challenges (internal/external) are affecting the effective implementation of EIF-projects and how to address them?

	<ul style="list-style-type: none"> ○ How have partnerships and relationships with key stakeholders contributed to the effectiveness of the EIF Secretariat? ○ How has the EIF incorporated effective practices and lessons identified and outcomes from the EIF review of previous programming rounds and what can be enhanced moving forward in future programming rounds? <ul style="list-style-type: none"> ● Effectiveness <ul style="list-style-type: none"> ○ To what extent has the EIF delivered on its primary impact through its four outcomes? ○ To what extent has the EIF delivered on its secondary impact? ○ In what ways is the EIF currently contributing to the global conversation on increasing the meaningful participation of women United Nations in peacekeeping? ○ Are there opportunities to improve the EIF's ability to generate and/or disseminate knowledge? ○ What factors (internal/external) are affecting the achievement of results?
Methodology and approach	<p>The review/assessment will use a non-experimental evaluation design and a mixed-methods approach. The following data collection methods will be leveraged:</p> <ul style="list-style-type: none"> ● Document review of key programmatic and policy documents including project-level reports from EIF recipients and Fund-level reports ● Semi-structured interviews and/or surveys, conducted either on site or virtually, with Fund recipients, beneficiaries, partners and stakeholders of activities
Implementer	Commissioned by the EIF Secretariat with support from an external third-party individual/institution if required.
Timeline	Q2 2023

2. Summative Evaluation of the EIF

Table 4 Summative Evaluation

Element	Description
Purpose	<p>As stated in the EIF’s ToR, the EIF is to make publicly available an evaluation of Fund activity six months before the end of its initial 5-year pilot. This evaluation may be conducted jointly by the EIF’s donors, UN Women or DPO, and would be based on recommendations from the EIF SC. The ToR for the objectives and structure of this evaluation would be developed by the EIF Secretariat with EIF SC advice and approved by UN Women.</p> <p>A summative evaluation of the EIF will assess the extent to which contributions to the EIF and EIF grants have been used for their intended purpose and intended results have been or are being achieved. The evaluation will cover the entire scope of the EIF including financial and technical support to T/PCCs in undertaking projects including barrier assessments; the payment of GSU premiums to T/PCCs who deployed a GSU/s; and project support to T/PCCs and United Nations missions.</p>
Objectives	<p>The specific objectives of the summative evaluation will be to:</p> <ul style="list-style-type: none"> ▪ Assess the relevance of projects implemented by T/PCCs and PUNOs to address the key barriers faced by women in peacekeeping roles ▪ Assess the extent to which EIF contributions have been used efficiently and effectively by Fund recipients for their intended purpose ▪ Assess the extent to which intended outcomes have been achieved to date and whether there have been any unintended consequences both positive and negative ▪ Assess the extent to which the GSU concept and premium incentivized change ▪ Assess the extent to which EIF outcomes will be sustained ▪ Provide findings, conclusions, recommendations, effective practices and lessons identified, related to funding initiatives aimed at increasing the meaningful participation of uniformed women in peacekeeping
Proposed criteria and sample evaluation questions	<p>The following key criteria and sample evaluation questions could be considered:</p> <ul style="list-style-type: none"> • Relevance <ul style="list-style-type: none"> ○ To what extent were projects implemented by T/PCCs and PUNOs relevant to address the key barriers faced by uniformed women in peacekeeping roles? ○ To what extent were financial incentives effective in increasing / sustaining the deployment of GSUs?

- **Effectiveness**
 - **Achievement of outcomes**
 - To what extent has the EIF contributed to accelerating the pace of change towards the increased meaningful participation of uniformed women in United Nations peacekeeping?
 - To what extent has the knowledge gained by the EIF contributed to the global conversation on increasing the representation of uniformed women in United Nations peacekeeping?
 - What changes to policies, practices, and/or accommodation were made by T/PCCs as a result of the EIF?
 - What actions were taken by T/PCCs to increase the pool of uniformed women eligible for deployment in peacekeeping operations?
 - **Factors influencing effectiveness**
 - What factors or approaches contributed to the meaningful participation of women in peacekeeping?
 - To what extent was flexible project funding effective in overcoming identified barriers to the deployment of uniformed women in United Nations peace operations?
 - To what extent was the GSU premium effective in increasing the meaningful participation of women?
 - To what extent did the conduct of MOWIP barrier assessments and their recommendations and outcomes inform FPF design?
 - To what extent, and how, did funded project activities contribute to creating a receptive environment for the deployment of uniformed women in United Nations peace operations?
 - What actions were taken in missions to create more inclusive and empowering environments for uniformed women?
- **Efficiency**
 - To what extent were the EIF's management and procedures efficient?
 - To what extent was EIF funding spent on intended activities including the EIF Secretariat?
- **Sustainability**
 - To what extent have sustainability considerations been identified by Fund recipients?
 - What is the likelihood that the EIF outcomes be sustained?
 - To what extent is there evidence of increased financial and/or political commitments by national governments towards advancing women's meaningful participation in peacekeeping?

Methodology and approach	<p>The evaluation will use a non-experimental evaluation design and a mixed-methods approach. The following data collection methods will be leveraged:</p> <ul style="list-style-type: none"> • Document review of key programmatic and policy documents including project-level reports from EIF recipients and EIF-level reports • Semi-structured interviews and/or survey(s) • Case studies <p>The methodology and approach will be gender-sensitive and participatory to ensure that women peacekeepers and all EIF stakeholders including CSOs, are actively consulted in the evaluation process. Additional approaches to answer key evaluation questions may be proposed by the external third-party individuals/institutions recruited to carry out this assignment.</p> <p>A case study approach will also be leveraged to assess a sample of the EIF recipients. Case studies will provide illustrative models or archetypes of the EIF ‘in action’ and will be developed through data collection methods such as semi-structured interviews, focus group discussion, site visits and document reviews. A case study approach may also serve as a method to demonstrate qualitative narratives of the EIF impacts.</p>
Implementer	Commissioned by the EIF Secretariat, to be conducted by an external third-party individual/institution. This evaluation is contingent on the availability of funding.
Timeline	2024-2025 (at the end of the EIF’s initial 5-year pilot (Phase 1)).

2. Ex-post Evaluation of the EIF Phase 1

Table 5 Ex-post Evaluation

Element	Description
Purpose	To assess whether the outcomes of the EIF were achieved and continued, following completion of the EIF Phase 1.
Objectives	<p>The specific objectives of the ex-post evaluation will be to:</p> <ul style="list-style-type: none"> ▪ Assess the longer-term impact of the EIF, including the impact of financial incentives, on increasing the meaningful participation of women in United Nations peacekeeping ▪ Assess the extent to which the EIF outcomes have been achieved and sustained

	<ul style="list-style-type: none"> ▪ Provide findings, conclusions, recommendations, effective practices and lessons identified related to funding initiatives aimed at increasing the meaningful participation of uniformed women in peacekeeping
Proposed criteria and sample evaluation questions	<p>The following key criteria and sample evaluation questions could be considered:</p> <ul style="list-style-type: none"> • Impact <ul style="list-style-type: none"> ○ The EIF’s primary impact is to contribute to accelerating the pace of change towards the increased meaningful participation of uniformed women in United Nations peace operations but cannot be achieved by or through the EIF alone. How has the EIF contributed to achieving this ultimate outcome? ○ What factors (internal/external) are contributing and/or hindering the achievement of the overall outcome? ○ Are there any positive or negative indirect impacts or unintended consequence identified as a result of EIF support? • Sustainability <ul style="list-style-type: none"> ○ To what extent have results achieved by fund recipients been sustained? ○ To what extent is there a sense of ownership among EIF Fund recipients in sustaining outcomes? To what extent are EIF project partners continuing to make commitments in national / PUNO budgets and/or implement activities to increase the meaningful participation of women in United Nations peacekeeping? ○ What factors (internal/external) are contributing to the sustainment of outcomes?
Methodology and approach	<p>The ex-post evaluation will use a non-experimental evaluation design and a mixed-methods approach. The following data collection methods will be leveraged:</p> <ul style="list-style-type: none"> • Document review of key programmatic and policy documents including project-level reports from EIF recipients and Fund-level reports • Semi-structured interviews with Fund recipients and/or online surveys <p>The methodology and approach will be gender-sensitive and participatory, ensuring that women peacekeepers and all EIF stakeholders are actively consulted in the evaluation process. Additional approaches to answer the key evaluation questions may be proposed by the external third-party individuals/institutions recruited to carry out this assignment.</p>
Implementer	<p>Commissioned by the EIF Secretariat, to be conducted by an external third-party individual/institution. This evaluation is contingent on the availability of funding.</p>
Timeline	<p>2028 (ten years following the launch of the EIF)</p>

5.4 Monitoring and Evaluation Roles and Responsibilities

The following is an overview of the key stakeholder groups' roles and responsibilities related to the implementation of the EIF's monitoring and evaluation activities.

Fund recipients

Fund recipients will be responsible for collecting and reporting on individual project outcomes to the EIF. This will include adapting EIF data collection tools to their needs, tracking data against key indicators over the course of the program (such as through conducting surveys), and reporting on data at a set frequency to the EIF using reporting templates provided. Fund recipients will also need to be available to support the EIF's evaluation efforts and will be asked to implement and following up on recommendations identified in evaluations. It is possible that Fund recipients will be contacted post project implementation to provide information necessary for monitoring and evaluation.

External Evaluators

It is recommended that external third-party individuals/institutions are engaged to carry out the above-mentioned evaluation assignments, as this will ensure independence and objectivity of evaluation results.

EIF Secretariat

Roles and responsibilities of the EIF Secretariat include:

- Disseminating the MEF to EIF stakeholders
- Developing and finalizing data collection tools and reporting templates (Appendix B and C) and disseminating to Fund recipients
- Compiling and analyzing data received from Fund recipients and tracking progress against identified key performance indicators, and where applicable conducting secondary data reviews
- Conducting virtual and on-site monitoring and evaluation check-in and visits to monitor project implementation and evaluate achievement of intended results
- Contracting and managing external contractors (third party individuals/institutions engaged for monitoring and evaluation activities) including finalizing the evaluation ToRs, and reviewing all deliverables
- Compiling reports for the EIF SC, donors, and other stakeholders on strategic decisions, risks, issues, and results achieved by the EIF
- Compiling effective practices and lessons identified, and developing inputs for external communications related to EIF outcomes
- Integrating information / analysis into the EIF's Annual Progress Report

5.5 Monitoring and Evaluation Limitations

- **Timing, attribution, and causality:** The objective of this monitoring and evaluation plan is to capture the extent to which EIF activities and efforts are effective in contributing to the meaningful participation of uniformed women in United Nations peacekeeping. It is important to note, however, that such broad and long-term outcomes are influenced by a multitude of factors beyond the reach and scope of the EIF within its five-year timeframe, including political will, institutional and social change, and cultural biases.

It will be challenging to attribute an observed change directly to EIF support; results are also likely to accrue after the EIF's initial five-year timeframe ends, as efforts to lay the groundwork for institutional and policy reforms and shifting gender norms and behavior change takes time and can be difficult to capture.

While experimental or quasi-experimental evaluation designs can overcome this challenge, it is not recommended to undertake experimental evaluations of the EIF for feasibility and timeline purposes. The EIF has also not been designed or implemented with a proper control group in place (and this may not be possible within specific activities). And, given differences in social and economic factors in United Nations Member States, DPO activities including A4P+, advocacy and support provided to Member States, and a range of other bilateral support mechanisms that focus on increasing women's participation in peace processes, it will be very challenging to establish a comparable control country or organization that has not participated in or been exposed to EIF activities. For this reason, it is recommended that EIF evaluations leverage non-experimental designs and aim to capture narratives of impact through case study approaches. It is also recommended that the EIF undertakes an ex-post evaluation to assess EIF outcomes beyond the first initial 5-year funding period.

- **Recipient organizations' M&E capacity:** The EIF Secretariat will strongly rely on the capacity of Fund recipients to collect and report accurate and timely data. In the event that data owners are unable to collect indicator data or report on time, this may lead to gaps in the EIF's indicator framework and will limit the Secretariat's ability to obtain a clear picture of its progress towards results. To overcome this limitation, it is suggested that the EIF is engaged early in supporting the implementation of activities including through providing briefings, support to training and technical advice on the EIF MEF and the roll out of data collection tools (including reporting templates), and to build the capacity of Fund recipient representatives. M&E costs should be included in Fund recipient proposals.
- **Internal constraints:**
 - **Budget:** As the budget available for project funding and M&E activities is dependent on donor support, there are potential risks surrounding being able to provide funding to T/PCCs and PUNOs and perform M&E activities. At the moment, this risk is considered low.

- **Capacity:** The EIF's capacity, in terms of time and human resources, is limited. As such, it is likely that contracting external parties, as outlined in this document, will be necessary for certain monitoring and evaluation activities.
- **Technology:** Due to limitations such as reliable internet access or access to a computer, IT capacity, data collection tools to be used by Fund recipients must be adapted to be readily accessible to users.
- **Ongoing stakeholder and donor support:** To be able to conduct M&E activities, the EIF will require ongoing stakeholder and donor support including the reliability and availability of data. As such, the EIF is in certain instances dependent on stakeholders, such as Fund recipients, to self-report on their performance.

6. Implementation

6.1 Estimated Timeline

The following is an estimated timeline for the key M&E activities described in this Framework:

Table 6 Estimated timeline for key M&E activities

Key M&E activity	Anticipated timeline
Dissemination of MEF to EIF stakeholders	Q3 2022
Approval of MEF by EIF SC	Q3 2022
Distribute data collection tools and reporting templates to Fund recipients	Q3 2022
Receive and review progress reports from Fund recipients	Ongoing
Develop and launch ToR for formative review	Q1 2023
Conduct formative review/assessment of the EIF	Q2 2023
Develop and launch ToR for summative evaluation	Q1 2025
Conduct summative evaluation of the EIF	2025
Conduct ex-post evaluation of the EIF	2028 ²¹

6.2 Estimated Resources

The EIF will lead the maintenance and implementation of this Framework and its related activities, with strong support from and defined roles for internal and external partners and stakeholders.

²¹ Potential opportunity for alignment with the evaluation of the DPO's UGPS 2018-2028.

6.2.1 Estimated Human Resources

Table 7 Estimated human resources and key responsibilities for M&E activities

Organization and Role	Effort	Key responsibilities
EIF Secretariat – EIF Manager	0.25 FTE	<ul style="list-style-type: none"> • Overseeing and coordinating the development of the EIF MEF • Disseminating the MEF to EIF stakeholders and receiving required approvals • Reporting to the EIF SC and donors on strategic decisions, risks, issues and results achieved by the EIF • Providing guidance and oversight of M&E Lead on specific projects
EIF Secretariat – Knowledge Management and Communications Specialist	0.30 FTE	<ul style="list-style-type: none"> • Providing guidance and oversight of M&E Lead on specific projects • Overseeing the development of the EIF Annual Progress Report
EIF Secretariat – Programme Coordination Analyst (M&E Specialist)	1 FTE	<ul style="list-style-type: none"> • Finalizing tools and reporting templates and disseminating to Fund recipients • Supporting Fund recipients in developing their project results frameworks • Building Fund recipient’s M&E capacity by supporting them with data collection, reporting tools and templates • Compiling and analyzing data received from Fund recipients and tracking progress against identified key performance indicators and where applicable conducting secondary data reviews • Contracting and managing external contractors (third party individuals/institutions engaged for monitoring and evaluation activities) including finalizing the evaluation ToRs, and reviewing all deliverables • Drafting and compiling reports for the EIF SC and donors on strategic decisions, risks, issues and results achieved by the EIF • Compiling effective practices and lessons identified and developing inputs for external communications related to EIF outcomes

6.2.2 Estimated Costs

A portion of the EIF budget should be dedicated to cover MEF costs. Typically, M&E activity expenses should comprise around 3-10 % of the overall project / program budget.²² The following table outlines the estimated costs for EIF MEF activities defined within this plan:

Table 8 Estimated costs for key M&E activities

Key M&E activity	Estimated costs (USD)
Formative assessment/review of the EIF	\$125,000
Summative evaluation of the EIF	\$350,000
Ex-post evaluation of the EIF	\$350,000
Total estimated M&E budget	\$825,000

²² Ontario Council for International Cooperation. Financing Monitoring and Evaluation. A Self Study Toolkit. July 2016.

Appendix A: EIF Performance Measurement Framework (Indicator Placemat)

This Indicator Placemat aligns with the Elsie Initiative PMF.

Ultimate Impact	Primary Impact Indicators	Data Source(s)	Data Collection and Analysis	Frequency
Support by the EIF contributes to accelerating the pace of change towards the increased meaningful participation of uniformed women in UN peace operations	Global number (#) and percentage (%) of deployed uniformed women peacekeepers in UN peace operations <i>(disaggregated by military and police contingent, SO/UNMEM, IPO, T/PCC; EIF recipient; EIF-funded completed MOWIP (or equivalent BA); region)</i>	United Nations Peacekeeping – open-source data portal	Secondary data review by EIF Secretariat	Annually ¹
	Annual rate of change (%) in the number of deployed uniformed women peacekeepers in UN peace operations. <i>(disaggregated by security institution, SO/UNMEM, IPO, T/PCC; EIF recipient, EIF-funded MOWIP (or equivalent BA))</i>	United Nations Peacekeeping – open-source data portal	Secondary data review, calculation and interpretation of descriptive statistics by EIF Secretariat	Annually
	Ratio of women to men in senior military and police officer positions deployed by EIF-funded T/PCCs.	United Nations Department of Peace Operations data Fund recipient reports	Secondary data review, calculation and interpretation of descriptive statistics by EIF Secretariat	Annually
	Global number (#) and percentage (%) of military and police units deployed to UN peace operations that are EIF-funded Gender-Strong Units (GSUs)	Fund recipient reports	Secondary data review, calculation and interpretation of descriptive statistics by EIF Secretariat	Annually
Secondary Impact	Secondary Impact Indicators			
Knowledge gained by the EIF contributes to the global conversation on increasing the representation of uniformed women in UN peace operations	Number (#) of UN policy consultations and debates (in Security Council, General Assembly Committees, Contingent-Owned Equipment (COE) Working Group, etc.) that reference knowledge generated through the EIF	Secretary-General reports, Security Council reports, General Assembly Committees reports, COE Working Group reports and other UN group reports	Secondary data collection and review by EIF Secretariat	Annually
Outcome 1	Outcome 1 Indicators			
Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to UN peace operations	1.1 Number (#) and type of specific measures ² including new, or changes to policies and procedures, which address barriers to deployment of uniformed women peacekeepers within security institutions funded by the EIF, that are identified through the conduct of a BA <i>(disaggregated by type, country, security institution, if recipient of EIF Flexible Project Funding (FPF) or any other Elsie Initiative partnership)</i>	EIF project documents Security institutions documents (open source) Elsie Initiative (GAC) documents EIF evaluations	Desk review/secondary data collection by EIF Secretariat	Annually Mid-term and at EIF 5-year conclusion

Outputs 1	Output 1 Indicators			
1.a BA is commissioned or undertaken by T/PCC	1.a.1 Number (#) of security institutions that conduct an EIF funded MOWIP (or equivalent) BA (disaggregated by security institution, country) and number of EIF-funded publicly available MOWIP BA (or equivalent) reports	EIF project documents Fund recipient reports	Secondary data collection and review	Annually
	1.a.2 Number (#) of surveys with security institution personnel conducted (disaggregated by gender, security institution)	Fund recipient reports	Primary data collection by fund recipients	Quarterly ³
	1.a.3 Number of interviews with key decision-makers conducted (disaggregated by gender, security institution)	Fund recipient reports	Primary data collection by fund recipients	Quarterly
Outcome 2	Outcome 2 Indicators			
Increased meaningful deployment of uniformed women peacekeepers to UN peace operations	2.1 Number (#) and percentage (%) of deployed women peacekeepers from EIF-funded T/PCCs at project completion (MOWIP and FPF), by rank or/and position ⁴ , compared to the year prior to project commencement	Fund recipient reports United Nations Peacekeeping – open-source data portal	Secondary data collection, calculation and trend analysis by EIF Secretariat	At fund recipient project completion
	2.2 Number (#) and percentage (%) of deployed women peacekeepers from EIF-funded T/PCCs two years after project completion, compared to the year prior to project commencement	United Nations Peacekeeping – open-source data portal	Secondary data collection, calculation and trend analysis by EIF Secretariat	Two years after project completion
	2.3 Number (#) of GSUs deployed via support by the EIF (disaggregated by T/PCC, security institution)	Fund recipient reports	Secondary data collection and review by EIF Secretariat	Annually
	2.4 Number of T/PCCs that received GSU premium, and amount and percentage of GSU premium reinvested in gender-related activities (disaggregated by security institution, amount and type of reinvestment)	Fund recipient reports	Secondary data collection and review by EIF Secretariat	Annually
Outputs 2	Output 2 Indicators			
2.a National projects aimed at reducing specific obstacles to the deployment of uniformed women identified in BAs are carried out	2.a.1 Total number (#) and type of projects implemented by EIF recipients to address barriers in their institutions (disaggregated by type of funding, type of project [e.g., Policy development, recruitment to nation security institution, promotions w/in national security institution, construction of accommodation for women, information campaign])	EIF Project Documents	Secondary data collection and review of project documents by EIF Secretariat	Annually

2.b T/PCCs are reimbursed for some or all of the additional costs incurred to deploy GSUs	2.b.1 Total amount (\$) of funding disbursed by the EIF to T/PCCs for some or all additional costs incurred to deploy a GSU	EIF project documents Fund recipient reports	Primary data collection by EIF Secretariat	Annually
2.c T/PCCs have received GSU premiums for deployment of (GSUs)	2.c.1 Number (#) of T/PCCs approved to receive GSU premiums	EIF project documents	Primary data collection by EIF Secretariat	Annually
	2.c.2 Amount (\$) of GSU premiums and number of years (maximum 3) disbursed to T/PCCs	EIF project documents	Primary data collection by EIF Secretariat	Annually
Outcome 3	Outcome 3 Indicators			
Increased pool of uniformed women eligible to deploy as UN peacekeepers	3.1 Total number (#) and type of projects implemented by EIF recipients that aim at increasing the pool of uniformed women eligible to deploy as UN peacekeepers (disaggregated by type of project [e.g., roster, awareness-raising, capacity-building/training, recruitment, promotion])	EIF Project Documents	Secondary data collection and review of project documents by EIF Secretariat	Annually
	3.2 Number (#) of uniformed women eligible to deploy as UN peacekeepers (only applicable for projects with activities related to establishing a roster)	Fund recipient reports, where applicable for projects including a roster	Secondary data collection and review by EIF Secretariat	Quarterly At fund recipient project completion
	3.3 Number (#) and percentage (%) of uniformed women who attended awareness-raising activities for recruitment, promotion, or deployment to UN peace operations.	Fund recipient reports, where applicable	Primary data collection and analysis by fund recipients Secondary review by EIF Secretariat	Quarterly At fund recipient project completion
	3.4 Number (#) of uniformed women that have been trained and /or sensitized through EIF-supported projects who are nominated, selected, and deployed as UN peacekeepers	Fund recipient reports, where applicable for projects involving training	Primary data collection and analysis by fund recipients Secondary review by EIF Secretariat	Quarterly
	3.5 Number (#) and percentage (%) of women recruited into national armed forces and police services, and change in percentage (%) of women in national armed forces and police services, compared to the year before and at the end of the project	Fund recipient reports where applicable for projects involving recruitment campaigns	Primary data collection and analysis by fund recipients Secondary review by EIF Secretariat	At fund recipient project completion

	3.6 Change in ratio of women to men in senior military and police service roles within EIF-funded T/PCCs	LOIs and project proposals (baseline) Fund recipient reports EIF evaluations	Secondary data collection and review	At fund recipient project start and completion
	3.7 Number (#) and % of promotions of women in national armed forces and police service, compared to the year before and at the end of the project	Fund recipient reports, where applicable for projects involving promotions	Primary data collection and analysis by fund recipients Secondary review by EIF Secretariat	At fund recipient project completion
	3.8 Number (#) and type of changes in policies and specific measures aimed at increasing the numbers of uniformed women in national armed forces and police services and creating the conditions for women's full and meaningful participation (<i>disaggregated by type: policy, specific measure, infrastructure etc.</i>)	Fund recipient reports	Secondary data collection and review by EIF Secretariat	Quarterly
Outputs 3	Output 3 Indicators			
3.a Recruitment campaigns for national armed forces and police services that include messaging for women are launched	3.a.1 Number (#) of recruitment campaigns launched that include messaging for women for recruitment to UN peace operations	Fund recipient reports, where applicable for projects involving recruitment campaigns	Secondary data collection and review by EIF Secretariat	Quarterly
3.b Training is delivered to men and women to prepare uniformed women to be deployed as UN peacekeepers	3.b.1 Number (#) of training courses and/or workshops, and capacity-building opportunities such as gender responsive leadership, gender equality in national security institutions, UN examinations, and/or peacekeeping delivered by T/PCCs	Fund recipient reports, where applicable for projects involving training	Secondary data collection and review by EIF Secretariat	Quarterly
	3.b.2 Number (#) of women and men in national armed forces or police services who have received training on gender equality in national security institutions and/or peacekeeping	Fund recipient reports, where applicable for projects involving training	Secondary data collection and review by EIF Secretariat	Quarterly
	3.b.3 Number (#) of women in national armed forces or police services trained to pass national and UN examinations to deploy on UN peace operations (if applicable)	Fund recipient reports, where applicable for projects involving training	Secondary data collection and review by EIF Secretariat	Quarterly
	3.b.4 Number (#) and % of women in national security services who passed national and UN tests to deploy on UN peace operations (<i>disaggregated by those who passed tests and those who actually deployed to UN peace operations</i>)			

3.c Awareness campaigns / events / sessions to inform uniformed women in national armed forces and police services of deployment opportunities, deployment criteria, cost & benefits, and relevant application procedures are held	3.c.1 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 through awareness campaigns and activities	Fund recipient reports where applicable for projects involving awareness activities	Secondary data collection and review by EIF Secretariat	Quarterly
	3.c.2 Number (#) of deployment opportunity awareness campaigns and activities conducted			
Outcome 4	Outcome 4 Indicators			
Improved working or/and living conditions for uniformed women peacekeepers in UN peace operations	4.1 Number (#) and type of changes to policies, procedures and specific measures in EIF-funded UN and UN peace operations projects that address barriers to women's participation and enable their full participation in assigned mission tasks (<i>disaggregated by HQ DPO or UN peace operation, type of change</i>)	Fund recipient reports where applicable	Secondary data collection and review by the EIF Secretariat	Quarterly
	4.2 Percentage (%) of mission personnel and/or uniformed women peacekeepers stating that changes brought through EIF-funded projects improved working and/or living conditions within the UN mission in the following areas, as applicable based on project activities: - camp accommodation - facilities - equipment - specific gender-sensitive measures - safety within the mission	Fund recipient reports where applicable	Secondary review by the EIF Secretariat Primary data collection such as key informant interviews, surveys, and/or focus groups conducted by Fund recipients	At Fund recipient project start and completion
Outputs 4	Output 4 Indicators			
4.a. In-mission projects to improve the workplace safety of deployed uniformed women peacekeepers are undertaken	4.a.1 Number (#) of in-mission innovation projects undertaken to improve the workplace safety of deployed uniformed women peacekeepers	EIF project documents Fund recipient reports, where applicable	Secondary data collection and review by the EIF Secretariat	Quarterly
4.b. In-mission projects testing equipment or infrastructure to diminish barriers to uniformed women peacekeepers' full participation in mission tasks, take place	4.b.1 Number (#) of in-mission pilot projects undertaken to test equipment or infrastructure to diminish barriers to uniformed women peacekeeper's full participation in mission tasks	EIF project documents Fund recipient reports where applicable	Secondary data collection and review by the EIF Secretariat	Quarterly
4.c. Projects aimed at enhancing in-mission support mechanisms or policies to identify and address gender-related deployment challenges are undertaken	4.c.1 Number (#) of in-mission projects undertaken to enhance support mechanisms or policies to identify and address gender-related deployment challenges (<i>disaggregated by type of mechanisms and policies: gender policy; women's support network; complaints mechanism etc.</i>)	EIF project documents Fund recipient reports where applicable	Secondary data collection and review by the EIF Secretariat	Quarterly

Cross-Cutting Outputs	Cross-Cutting Output Indicators			
Collection of policy-relevant knowledge about increasing meaningful participation of uniformed women in UN peace operations developed	Number (#) of online visits for EIF website, twitter account followers and impressions, and press coverage	EIF website and social media data	Primary data collection and analysis by the EIF Secretariat	Bi-Annually
	Number (#) of articles, news stories, information campaigns, newsletters and other information products and advocacy activities that EIF Secretariat provides inputs and contributes to	Online sources (UN News, UN Spokesperson's Noon Briefings, UN Women, UN Peacekeeping and other EIF partners' websites and digital channels)	Primary data collection and analysis by the EIF Secretariat	Bi-Annually
	Number (#) of briefs, reports, or online news articles published about increasing meaningful participation of uniformed women in UN peace operations developed that reference the EIF (<i>disaggregated by type, author, organization, year</i>)	Online sources (UN reports, academic reports and articles etc.)	Secondary data collection and analysis through key words search by the EIF Secretariat	Bi-Annually
	Number (#) and type of events and activities that include a presentation on, or substantive reference to the EIF and EIF related activities (<i>disaggregated by attending participant name and association, Member State, research institute, other partners), event title, organizer name, date, and theme of intervention</i>)	EIF documents Fund recipient reports EIF stakeholders including but not limited to: Donors and UN agencies, funds and programs (AFP)	EIF data on external event engagement	Bi-Annually
	Number (#) and type of events and activities organized by the EIF to establish its presence, disseminate findings and/or raise awareness of the EI or EIF (<i>disaggregated by event, location, year, number of people in attendance</i>)	EIF documents	EIF data and statistics	Annually

Inputs	Input Indicators			
EIF Inputs	Number (#) of letters of interest submitted, number (#) of proposals and number (#) of EIF beneficiaries per programming round (<i>disaggregated by funding modality (BA, FPF and GSU premium), TCC/PCC/UN institution, region, year</i>)	EIF documents	Primary data collection and analysis	Annually
	EIF Terms of Reference (ToR) developed	EIF documents	Primary data collection	One Time
	Total amount (US\$) of contributions to the EIF and contributor's details (<i>disaggregated by country</i>)	MPTFO EIF documents	Primary data collection and analysis	Annually
	Proportion of funds (%) disbursed by the EIF (<i>disaggregated by project / activity type, and funding modality (BA, FPF and GSU premium)</i>)	MPTFO EIF documents	Primary data collection and analysis	Annually, and as of March 2024

QUARTERLY PROGRESS REPORT – MOWIP (OR EQUIVALENT) BARRIER ASSESSMENT

The information collected in this form is protected and confidential and will be used for the sole purpose of the EIF Secretariat reporting requirements.

PART 1: PROJECT DETAILS

Project Name	
Fund Recipient	
Project Manager Name	
Email Address	
Reporting Period	
Project Timeframe	
Report Submission Date	

PART 2: MOWIP BARRIER ASSESSMENT PROGRESS REPORT

Phase	Milestones and Indicators	Progress for this reporting period	Cumulative progress since the beginning of the project
Preparation	MOWIP training is conducted with the assessment team.	Yes: <input type="checkbox"/> Not yet: <input type="checkbox"/>	Yes: <input type="checkbox"/> Not yet: <input type="checkbox"/>
	Training for the security institution is conducted.	Yes: <input type="checkbox"/> Not yet: <input type="checkbox"/>	Yes: <input type="checkbox"/> No yet: <input type="checkbox"/>
	Enumerator training is conducted.	Yes <input type="checkbox"/> Not yet: <input type="checkbox"/>	Yes <input type="checkbox"/> Not yet: <input type="checkbox"/>
	Project management structure(s) have been put in place.	Steering Committee: Yes: <input type="checkbox"/> No: <input type="checkbox"/> Working Group: Yes: <input type="checkbox"/> No: <input type="checkbox"/> Technical Committee: Yes: <input type="checkbox"/> No: <input type="checkbox"/>	Steering Committee: Yes: <input type="checkbox"/> No: <input type="checkbox"/> Working Group: Yes: <input type="checkbox"/> No: <input type="checkbox"/> Technical Committee: Yes: <input type="checkbox"/> No: <input type="checkbox"/>
Implementation	Number of surveys administered.	Total number of persons surveyed: Total women: Total men:	Total number of persons surveyed: Total women: Total men:
	Number of interviews conducted with senior leadership, decision makers, program officers.	Total number of persons interviewed: Total women: Total men:	Total number of persons interviewed: Total women: Total men:
	Indicate progress towards completion of the fact-finding form. ²³	Not started: <input type="checkbox"/> In progress: <input type="checkbox"/> Completed: <input type="checkbox"/>	Not started: <input type="checkbox"/> In progress: <input type="checkbox"/> Completed: <input type="checkbox"/>
Validation	Oral report with key leadership is conducted.	Yes: <input type="checkbox"/> Not yet: <input type="checkbox"/>	Yes: <input type="checkbox"/> Not yet: <input type="checkbox"/>
	Validation workshop is conducted.	Yes: <input type="checkbox"/> Not yet: <input type="checkbox"/>	Yes: <input type="checkbox"/> Not yet: <input type="checkbox"/>
	Internal MOWIP barrier assessment report is produced.	Not started: <input type="checkbox"/> In progress: <input type="checkbox"/> Completed: <input type="checkbox"/>	Not started: <input type="checkbox"/> In progress: <input type="checkbox"/> Completed: <input type="checkbox"/>
	External MOWIP barrier assessment report is produced.	Not started: <input type="checkbox"/> In progress: <input type="checkbox"/> Completed: <input type="checkbox"/>	Not started: <input type="checkbox"/> In progress: <input type="checkbox"/> Completed: <input type="checkbox"/>
Report Launch	Report launch activity is conducted (<i>online/in-person, attendance</i>)	Online: Yes: <input type="checkbox"/> No: <input type="checkbox"/> In-person: Yes: <input type="checkbox"/> No: <input type="checkbox"/> Total Number of people who attended: Total women: Total men:	Online: Yes: <input type="checkbox"/> No: <input type="checkbox"/> In-person: Yes: <input type="checkbox"/> No: <input type="checkbox"/> Total Number of people who attended: Total women: Total men:

²³ Note: of the 3 data collection forms, the FFF is normally started first and finished last.

1. Describe activities and progress made during the reporting period:

- a. **Preparation Activities: Describe activities and steps implemented to prepare for the conduct of the barrier assessment.** *As a minimum, recommended preparation activities can include creation of a working group with the security sector and research institutions; recruitment of a project manager; creation of a project steering committee; preparation for the training of the assessment team, survey enumerators and security institution personnel; and preparation of an ethics and data protection agreement.*
- b. **Data Collection and Analysis:** Describe the status of data collection and analysis.
- Have you been able to collect all the data/information necessary to fill all indicators in the fact-finding form? If not, what challenges are you facing in collecting the missing information? What information is still required to be collected?
 - Are you on-track with your timeline? Explain any changes to the planning timeframe and provide an updated schedule.
- c. **Validation Process:** Describe progress made towards report writing and validation process.

2. Senior leadership and decision makers support and engagement:

How have senior leadership and decision makers demonstrated support and ownership of the barrier assessment study in the:

- a. Preparation of the MOWIP (e.g. steps undertaken in the communication, standard procedures – prevention of reprisals, etc.):
- b. Data collection and analysis (e.g. facilitation of access to data, information and personnel, responsiveness of the organisation, logistical arrangements, meetings and interviews, etc.):
- c. Validation process (e.g. participation in the validation workshop, formulation of solutions to the barriers/recommendations, etc.):
- d. Launch of the MOWIP report and dissemination:
- e. Follow up and implementation of recommendations:

3. Advocacy and Knowledge Generation

Please describe any events, and/or knowledge production activities that you participated in during this reporting period to promote the project and contribute to the global conversation about uniformed women's representation in United Nations peace operations.

PART 3: EFFECTIVE PRACTICES, LESSONS IDENTIFIED AND NEXT STEPS

1. Emerging and effective practices: What has worked well during the conduct of the barrier assessment? Describe any good practices implemented during the conduct of the barrier assessment.
2. Challenges: What did not work well and what challenges has the project faced? How were those challenges addressed?
3. Are there any recommendations, effective practices and lessons identified regarding the MOWIP implementation?
4. What activities are prioritized for the next three months?
5. What activities are planned to promote and disseminate the BA and its outcomes? Describe activities, objectives, and attendance (disaggregated by gender, location). “
6. What agenda items would you like to be discussed with the EIF Secretariat during the next quarterly check-in?

QUARTERLY PROGRESS REPORT - FLEXIBLE PROJECT FUNDING

The information being collected in this form is protected and confidential and will be used for the sole purpose of the EIF Secretariat reporting requirements.

PART 1: PROJECT DETAILS

Project Name	
Fund Recipient	
Project Manager Name	
Email address	
Reporting Period	
Project Timeframe	
Report Submission Date	

PART 2: RESULTS FRAMEWORK

[INSERT PROJECT RESULTS FRAMEWORK TABLE AS PER SIGNED PRODOC]

PART 3: DESCRIPTION OF PROJECT ACTIVITIES AND PROGRESS

1. **For each of the project's activities, describe progress made during the reporting period.**
2. **Emerging and Good Practices:** What has worked well during this reporting period? Describe any good practices implemented during the project roll out.
3. **Challenges:** What did not work well and what challenges has the project faced? How were those challenges addressed.
4. **Advocacy and Knowledge Generation.** Please describe any events, and/or knowledge production activities that you participated in during this reporting period to promote the project and contribute to the global conversation about uniformed women's representation in United Nations peace operations.

PART 4: EFFECTIVE PRACTICES, LESSONS IDENTIFIED AND NEXT STEPS

1. Describe effective practices and lessons identified from this reporting period about project implementation.
2. What activities are prioritized for the next three months?
3. What agenda items would you like to discuss with the EIF Secretariat during the next quarterly check-in?



Elsie Initiative Fund
Gender Strong Unit (GSU) Assessment Criteria
and Reporting Form

Form Updated as of January 2022

INSTRUCTIONS

Please read these instructions together with the GSU Premium criteria in the Elsie Initiative Fund (EIF) Terms of Reference (ToR)²⁴ and the EIF Application Guidelines²⁵.

Requirements for the Gender Strong Unit (GSU) premium

A GSU is defined as 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 peacekeepers²⁶.

The GSU premium has been designed to incentivize Troop and/or Police Contributing Countries (T/PCC) to increase their meaningful deployment of trained and qualified uniformed women in United Nations (UN) peace operations. The EIF can provide a GSU premium to a T/PCC when a GSU has been deployed for an agreed period of deployment, normally 12 months.

The criteria for a proposal for incentive payments are not prescriptive, and it is for Fund applicants to identify the nature, scope, and value of their proposal. A T/PCC GSU will be assessed against and be required to meet the criteria detailed in the EIF ToR, prior to the payment of a GSU premium.

The GSU premium will be paid **at the end of a deployment**, and after **the results indicators** have been independently measured, and verified. The premium will consist of a direct payment to the T/PCC.

Overview of GSU Form Content

This **GSU Assessment Criteria and Reporting Form** is designed for a T/PCC to complete and submit to the EIF Secretariat in accordance with their deployment schedule. Completion of this assessment criteria and reporting form will provide the EIF Secretariat with the necessary information required to measure and verify the results indicators and to enable the payment of a GSU premium.

This assessment criteria and reporting form consists of four Parts and two Annexes:

- **Part A:** GSU Force Generation and Preparation
- **Part B:** GSU Deployment
- **Part C:** GSU Reimbursement Payment Request
- **Part D:** Department of Peace Operations (DPO) Confirmation of Deployment Data
- **Annex A:** Gender Strong Unit - Personnel Data
- **Annex B:** Nominal Role - Personnel List – to be completed for all women deployed in the GSU

Each part of this assessment criteria and reporting form must be completed electronically and submitted to the EIF Secretariat **in accordance with the GSU's deployment schedule**:

- **Part A:** GSU Force Generation and Preparation. *This part must be submitted to the EIF Secretariat prior to the deployment of a GSU.*
- **Part B:** GSU Deployment. *This part must be submitted to the EIF Secretariat at least two months prior to the GSU's redeployment home.*
- **Part C:** GSU Reimbursement Payment Request. *This part is to be signed by the T/PCC's Deploying Authority and Contingent / Unit Commander and submitted to the EIF Secretariat no later than one month after the GSU has redeployed home.*
- **Part D:** DPO Confirmation of T/PCC Deployment Data.

²⁴ <https://elsiefund.org/resources/elsie-initiative-fund-documents/> - TOR: EN Pp. 16-17; FR Pp. 20-22; SP Pp.19-21.

²⁵ <https://elsiefund.org/resources/elsie-initiative-fund-documents/> - Application Guidelines

²⁶ **Note:** The term 'GSU' relates only to the Elsie Initiative Fund. It should not be confused with the Department of Peace Operations (DPO) Police Division's (DP) gender-integrated Formed Police Unit (FPU). A gender integrated FPU is a mixed gender-integrated unit, in which at least 32 women are represented across all functions including command, have more operational impact, and as such should be prioritized for deployment.

Instructions to fill Part A: Pre-deployment Details

The instructions below provide contextual information needed to fill out specific sections in the GSU form. All other sections can be filled out without instructions.

PART 1: PRE-DEPLOYMENT PROJECT DETAILS

Section 2: TPCC Details

The GSU must deploy with a percentage of women that exceeds the targets set out in the Uniformed Gender Parity Strategy (UGPS) 2018-2028²⁷ by at least five (5) percentage points, for either a Military Contingent (Troops) or a Formed Police Unit (FPU).

	2021	2022	2023	2024	2025	2026	2027	2028
<i>UGPS Target - Military Contingents</i>	8%	9%	10%	11%	12%	13%	14%	15%
GSU Target = UGPS Target + 5% points	13%	14%	15%	16%	17%	18%	19%	20%
<i>UGPS Target – FPUs</i>	11%	12%	13%	14%	15%	17%	19%	20%
GSU Target = UGPS Target + 5% points	16%	17%	18%	19%	20%	21%	22%	23%

Section 3: Full Integration of Women into the Unit

Optimally, women would be proportionally represented at all ranks in the unit, demonstrating a commitment to employ women across all ranks and across all subunits. Women who deploy as part of a GSU must also be fully integrated into the unit. Women in the units should be employed so that they contribute to every aspect of the unit's mandate, including all major tasks the unit is required to perform, such as patrolling, security tasks, engagement, and response to incidents. This requires 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.

Section 5: Procedures to deal with SH&SA and SEA

The proposal must demonstrate that there are adequate procedures to deal with instances of SH&SA, and SEA. As a minimum, the T/PCC must ensure that all unit members have received information and training on the UN's (i) misconduct reporting mechanisms, (ii) conduct and discipline unit, and (iii) hotlines and resources for staff to access advice on how to report all categories of misconduct in accordance with the 2021 UN Report of the Special Committee on Peacekeeping Operations²⁸. GSU leadership must also be aware of T/PCC responsibilities to investigate allegations of SEA²⁹. Additional guidance on Commander's and individual's responsibilities and obligations is provided in the 2019 Secretary General's Bulletin on Addressing Discrimination, Harassment, including Sexual Harassment, and Abuse of Authority³⁰.

²⁷ <https://peacekeeping.un.org/sites/default/files/uniformed-gender-parity-2018-2028.pdf>

²⁸ <https://undocs.org/pdf?symbol=en/A/75/19> - para 36.

²⁹ <https://undocs.org/pdf?symbol=en/A/75/19> - para 32.

³⁰ <https://undocs.org/pdf?symbol=en/ST/SGB/2019/8>

DETAILED GSU FORM

CHECKLISTS

PART A CHECKLIST

Check the boxes once completed.

- Annex A, completed and attached
- Annex B, completed and attached
- All questions answered in Part A
- Copy of the T/PCC and GSU SOPs and reporting protocols for addressing and actioning incidents of SH&SA and SEA is attached

PART B CHECKLIST

Check the boxes once completed.

- All questions answered in Part B
- Copy of the GSU Mission Specific Induction Training schedule and a list of all attendees is attached

PART C CHECKLIST

Check the boxes once completed.

- Part A completed and emailed to the EIF Secretariat in accordance with the GSU deployment schedule
- Part B completed and emailed to the EIF Secretariat in accordance with the GSU deployment schedule
- Deploying Authority - signed and included comments in Part C
- GSU Contingent Commander - signed and included comments in Part C

PART A: PRE-DEPLOYMENT PROJECT DETAILS

The TPCC is required to complete all sections of Part A, Annex A, Annex B, and submit to the EIF Secretariat prior to the deployment of the GSU.

Section 1: TPCC Details

Country	Provide the name of your country.
Institution name	Provide the name of your institution.
UN mission name	Provide the name of your UN mission.
Location in mission	Provide the location of your UN mission.
GSU Commander name	Provide the first name and last name of the GSU Commander
Email address	Provide the email address of the GSU Commander.
Deployment date	Click or tap to enter a date.
Redeployment date	Click or tap to enter a date.

Section 2: Targets – Proportion of Women

Confirmation of completion of **Annex A** prior to deployment of the GSU and submit to the EIF Secretariat. *These figures will be independently verified through UN HQ during the term of the GSU deployment.*

Section 3: Full Integration of Women into the Unit

Confirmation of completion of **Annex B** prior to deployment of the GSU, to highlight women in key command, leadership, operational and technical positions across all ranks, and submit to the EIF Secretariat.

Section 4: Requirement to meet DPO PDT requirements

All male and female 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 (SGBV), conflict related sexual violence (CRSV), sexual harassment and sexual assault (SH&SA) and sexual exploitation and abuse (SEA).

A	When did the unit conduct the UN mandated pre-deployment and operational preparation training?	Date of training: Click or tap to enter a date.
	How long was the UN mandated pre-deployment and operational preparation training?	Length of training: days
B	Were there UN Standardized pre-deployment training (PDT) materials ³¹ used in the UN mandated pre-	Select Yes or No. <i>If “No”, please outline the reasons:</i>

³¹ United Nations Core Pre-deployment Materials: <https://research.un.org/revisedcptm2017/Introduction>

deployment and operation preparation training?	Outline reasons for lack of materials.
<p>C Have all unit members attended and completed DPO’s mandatory PDT on gender, SGBV, CRSV, SH&SA, and SEA³²?</p>	<p>Select Yes or No.</p> <p><i>If “No”, outline the reasons for not completing the training:</i> Outline reasons for not completing the training.</p> <p><i>If “No”, provide the steps taken to address the training shortfall:</i> Click or tap here to enter text.</p>
<p>D Describe any additional training or activities that you have undertaken to meet DPO’s requirements.</p>	<p>Check the boxes to select the applicable additional training or activities undertaken:</p> <ul style="list-style-type: none"> <input type="checkbox"/> DPO’s Specialised Training Material (STM) on the Prevention of Sexual Exploitation and Abuse by UN Personnel³³ <input type="checkbox"/> DPO STM on Conflict Related Sexual Violence³⁴ <input type="checkbox"/> DPO’s Gender, Equality and WPS Resource Package³⁵ <input type="checkbox"/> UN Police Gender Toolkit³⁶ <p><i>If other, provide a description of additional training or activities undertaken:</i> Describe additional training or activities undertaken.</p>
<p>E Describe the concrete steps taken during PDT to ensure that the women deploying as part of the GSU were fully included and integrated into the unit and its deployment preparation, including in the full suite of lead-up and PDT activities, in accordance with National Standards, and DPO Policy, Guidelines and SOPs.</p>	<p>Check the boxes to select the applicable concrete steps taken during PDT to ensure integration of women:</p> <p>Military and Police (Uniformed Components)</p> <ul style="list-style-type: none"> <input type="checkbox"/> UN Manual for Generation and Deployment of Military and Police Units to Peacekeeping Operations (2021.05)³⁷ <input type="checkbox"/> PK/G/19454 TCC Generic Guidelines for Deploying Military Units to UN Peacekeeping Missions (2008.06)³⁸

³² Core Pre-deployment Training Materials: <https://research.un.org/revisedcptm2017/Introduction>

³³ <https://research.un.org/en/peacekeeping-community/training/STM/PSEA>

³⁴ <https://research.un.org/en/peacekeeping-community/training/STMs/CRSV>

³⁵ <http://dag.un.org/handle/11176/401110>

³⁶ <http://repository.un.org/handle/11176/387374>

³⁷ <http://dag.un.org/handle/11176/401108>

³⁸ <http://dag.un.org/handle/11176/387419> - Oct 2021, under DPO review and will be for Military and Police

- Support to Military and Police Pre-Deployment Training for UN Peacekeeping Operations (2009.21)³⁹

Military

- PK/G/22159 Operational Readiness Preparation for Troop Contributing Countries in Peacekeeping Missions (2018.29)⁴⁰
- Operational Readiness Assurance and Performance Improvement Policy (2015.16)⁴¹
- SOP – Selection of Military Units (2021.09)⁴²

Police

- PK/G/2019.11 SOP Assessment and Evaluation of Formed Police Unit Performance⁴³
- PK/G/2016.10 Policy (Revised) Formed Police Units in UN Peacekeeping Operations⁴⁴
- PCC Guidelines for Formed Police Units on Assignment with Peace Operations (2006.00015)⁴⁵
- SOP on Assessment of Operational Capability of Formed Police Units (2017.9)⁴⁶

If other, provide other measures taken:
Provide a description of the measures taken.

F Describe the measures taken to ensure that all deploying women have been fully trained for the roles that they will perform in the GSU.

Provide a description of the measures taken.

Section 5: Procedures to deal with SH&SA and SEA

- Confirmation that a copy of the T/PCC’s and GSU’s **SOPs and reporting protocols** for addressing and actioning incidents of SH&SA, and SEA has been provided.

Section 6: Contingent-owned equipment (COE)

The GSU must ensure that appropriate COE is provided for both men and women peacekeepers. Please provide written responses to the following questions in the boxes below:

³⁹ <http://dag.un.org/handle/11176/89499>

⁴⁰ <http://dag.un.org/handle/11176/400900>

⁴¹ <http://dag.un.org/handle/11176/387382>

⁴² Pending DPO DOS signature

⁴³ <http://dag.un.org/handle/11176/400992>

⁴⁴ <http://dag.un.org/handle/11176/400559>

⁴⁵ https://police.un.org/sites/default/files/fpu_guidelines_2006.pdf

⁴⁶ https://police.un.org/sites/default/files/fpu_sop_aoc_2016.pdf

<p>A Does the GSU provide body armor and helmets specifically designed to fit women, small and extra-large framed persons and are these available to all contingent members?</p>	<p>Select Yes or No.</p>
<p>Please provide details.</p>	<p>Provide details regarding equipment made available.</p>
<p>B Are gynecological requirements and standards available in accordance with Appendix 12 of the COE ⁴⁷?</p>	<p>Select Yes or No.</p>
<p>Describe and provide details on any other considerations and good practices that the T/PCC has undertaken to ensure appropriate COE is provided for both women and men peacekeepers?</p> <p><i>For example – does the T/PCC provide streamlined access to essential services and medications and specific medical needs of women peacekeepers, including the provision of sanitary products and toilet paper for the duration of deployment, as stressed in the 2021 UN Report of the Special Committee on Peacekeeping Operations⁴⁸?</i></p>	<p>Describe the considerations and good practices undertaken.</p>

⁴⁷ 2020 COE: <https://undocs.org/en/A/75/121>

⁴⁸ <https://undocs.org/pdf?symbol=en/A/75/19> - para 172

PART B: DURING DEPLOYMENT

The TPCC is required to complete all sections of Part B and submit to the EIF Secretariat at least two months prior to the GSU's redeployment home.

Section 1: Requirements to meet DPO Mission-specific Induction Training requirements⁴⁹

Human Rights, Conduct and Discipline including SEA, Cultural Awareness and Diversity, CRSV, and Integrating Gender into Peacekeeping Operations. All women and men members of the unit must meet, and ideally exceed, existing DPO Mission-Specific Induction Training requirements.

- Please also provide a copy of the GSU Mission Specific Induction Training⁵⁰ schedule and a list of all attendees to confirm that all unit members attended and completed DPO's mandatory Integrated Induction Training including on SEA, Cultural Awareness and Diversity, CRSV, and Integrating Gender into Peacekeeping Operations.

Please provide written responses to the following questions in the boxes below:

A How often was additional in-mission refresher training conducted on gender, SGBV, CRSV, SH&SA and SEA?	Provide the frequency of training.
B Were all men and women unit members directed to attend in-mission refresher training on gender, SGBV, CRSV, SH&SA and SEA?	Select Yes or No. <i>If "No", outline reasons why all men and women unit members were not directed to attend the training:</i> Outline the reasons.
C How many men and how many women unit members attended the in-mission refresher training?	Men: Women:

Section 2: Contingent-owned equipment (COE)

The GSU must ensure that appropriate contingent-owned equipment (COE) is provided for both men and women peacekeepers.

A Were gynecological requirements and standards available in accordance with Appendix 12 of the COE ⁵¹ for the duration of the GSU deployment?	Select Yes or No.
B Describe the steps taken to ensure that ablution facilities are adequate to	Describe the steps taken to ensure facilities are adequate.

⁴⁹ <https://research.un.org/en/peacekeeping-community/mission>

⁵⁰ <http://dag.un.org/bitstream/handle/11176/400743/Integrated%20Induction%20Schedule-3%20Days.pdf?sequence=7&isAllowed=y>

⁵¹ 2020 COE: <https://undocs.org/en/A/75/121>

	ensure gender separation for personnel.	
C	Describe how accommodation facilities ensure appropriate safety and privacy for women and men.	Describe how accommodation facilities ensure appropriate safety and privacy.
D	Describe and provide details on any other considerations and good practices that the T/PCC has undertaken to ensure appropriate COE is provided for both women and men peacekeepers, such as appropriately fitting body armor or properly fitting underwear including bras. ⁵²	Provide details on other considerations and good practices undertaken.

Section 3: Actions and activities undertaken by the GSU during deployment

This section is designed to capture the experiences, lessons, observations, challenges, opportunities, and good practices identified by the GSU during the deployment, with regards to the meaningful participation of women.

A	Describe the actions taken by the GSU, to employ women across the full range of operational tasking.	Describe actions taken.
B	What challenges were faced by the GSU, in ensuring women's full and meaningful participation in, and contribution to, the full range of operational tasking and the mission mandate?	Provide list of challenges faced by the GSU.
C	What actions or activities did the GSU take to address these challenges?	Provide list of actions of activities taken to address the challenges.
D	What were the key lessons identified during the GSU's deployment?	Provide key lessons identified during the GSU deployment.
E	Please describe and provide details on good practices that the GSU implemented, to ensure women's full and meaningful participation in, and contribution to the full range of operational tasking and the mission mandate.	Provide details on good practices implemented.

⁵² 2020 COE: <https://undocs.org/en/A/75/121>: Military - page 207 / Police page 247.

PART C: POST DEPLOYMENT – GSU REIMBURSEMENT PAYMENT REQUEST

The TPCC is required to complete all sections of Part C and submit to the EIF Secretariat no later than one month after the GSU has redeployed home.

Section 1: Pre-Deployment and During Deployment Requirement

For a T/PCC to be reimbursed for a GSU premium, the T/PCC must have submitted Parts A and B in full, including Annexes A, B, and provided copies of all required documentation, as per the specified timeframes (Part A – prior to deployment; Part B – no later than two months prior to redeployment), to the EIF Secretariat: elsie.mptf@unwomen.org.

- Confirm that documentation was submitted

Section 2: Acknowledgement of GSU issue disclosure

Should a performance issue that relates to the non-provision of appropriate contingent-owned equipment, or that includes the conduct of SEA, SH&SA, or where a grave violation of international humanitarian, human rights or refugee law occurs during the GSU deployment, the T/PCC will be required to advise the EIF Secretariat at the time the issue is first reported to the GSU Commander. The T/PCC is also to advise all steps taken by the T/PCC and GSU to address and / or remedy the issue, as well as all activities or actions taken to mitigate against its reoccurrence.

- Agreement with the statement above

Section 3: Certification of GSU deployment

Once the T/PCC GSU has redeployed home, to request reimbursement of the GSU premium, the T/PCC is to complete the following two sections:

T/PCC National Deploying Authority

As the T/PCC National Deploying Authority, I certify that [Provide the name of the country.] [Provide the name of the Institution.] deployed a GSU to [UN mission] from [Click or tap to enter a date.] to [Click or tap to enter a date.], which met the GSU criteria detailed in the EIF ToR, and the requirements detailed in this GSU assessment criteria and reporting form, for the full 12-month duration of the GSU deployment.

T/PCC	Enter the name of the T/PCC.
Institution	Enter the name of the Institution.
Name of Deployment Authority	Enter the name of the signing party.
Job title / Position of Deployment Authority	Enter the position of the signing party.
Signature of Deployment Authority	<u>X</u>
Date	Enter the date this document was signed.

T/PCC deployed Contingent Commander

As the deployed Contingent Commander, I certify that [Provide the name of the country.] [Provide the name of the Institution.] deployed a GSU to [Provide the UN Mission.] which met the GSU criteria detailed in the EIF TOR, and the requirements detailed in this GSU assessment criteria and reporting form, for the full 12-month duration of the GSU deployment.

T/PCC	Enter the name of the T/PCC.
Institution	Enter the name of the T/PCC.
Name of Contingent/Unit Commander	Enter the name of the T/PCC.
Job title / Position of Contingent/Unit Commander	Enter the name of the T/PCC.
Signature of Contingent/Unit Commander	X _____
Date	Enter the date this document was signed.

Upon EIF and DPO certification that all the results indicators and the above information requirements have been independently measured and verified, the EIF will, in conjunction with the MPTFO, authorize the GSU premium payment to the T/PCC for reinvestment in accordance with the signed and approved Project Document.

PART D: DPO CONFIRMATION OF DEPLOYMENT DATA

The EIF Secretariat will request DPO – the Office of Military Affairs (OMA), or Police Division (PD) to confirm the data provided by the T/PCC in [Annex A](#), where information is available, at the end of unit deployment.

This is essential to verify that the number and percentage of women deployed as part of the GSU for the full 12-month duration of the deployment, is in accordance with the EIF's GSU criteria.

ANNEX A: GENDER STRONG UNIT – PERSONNEL DATA

MILITARY

By Rank

Rank	Men	Women	%Women	Total
Officers				
<i>Example: Second Lieutenant</i>				
Other Ranks				
Total				

By Corps or Category

Corps / Category	Men	Women	%Women	Total
Combat				
Combat support				
Combat service support				
Total				

POLICE

By Rank

Rank	Men	Women	%Women	Total
Total				

Note: Add more rows to the table if you need more space for ranks. Remove the examples provided in grey text when completing the table.

ANNEX B: NOMINALE ROLE – PERSONNEL LIST

To be completed for all women deployed in the GSU. Add more lines to the table where required.

NOTE: Information provided in this list will be treated as CONFIDENTIAL and will not be shared outside of the Elsie Initiative Fund Secretariat and the DPO – OMA / PD.

MILITARY				
Name	Rank	Corps	Function / Unit / Sub-Unit	Key Responsibilities and Tasks
Examples: M Khan	<i>i.e.</i> CPL	<i>i.e.</i> - Infantry - Engineer - Signals - Intelligence - Logistics - Transport	<i>i.e.</i> - S2, Bn HQ - Comd, Engineer Pl - 2IC, Logistics Pl - Medic, Medical Section - Section Comd, Infantry Pl - Admin Clerk	<i>i.e.</i> - provide life-saving support to casualties - plan and conduct (lead) cordon and search activities - conduct daily intelligence briefings to FORCOMD and HQ - administrative work

MILITARY				
Name	Rank	Function	Unit / Sub-unit	Key Responsibilities and Tasks
Examples: G Karim	<i>i.e.</i> Captain	<i>i.e.</i> - Admin - Logistics - Command		