<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Speakers</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00-9:05</td>
<td>Introduction</td>
<td>Ms. Stephanie Tutton, Moderator &amp; Former Chief of Policy and Doctrine of United Nations Office of Military Affairs</td>
</tr>
<tr>
<td>9:05-9:10</td>
<td>Welcome remarks</td>
<td>Mr. Ulric Shannon, Director General of Peace &amp; Stabilization Operations, Government of Canada</td>
</tr>
<tr>
<td>9:10-9:25</td>
<td>Applying to the EIF</td>
<td>Ms. Deborah Warren-Smith, EIF Manager</td>
</tr>
<tr>
<td>9:25-9:45</td>
<td>Overview of the MOWIP barrier assessment methodology</td>
<td>Ms. Riina Allinen, Project Officer - Gender and Security, Geneva Centre for Security Sector Governance (DCAF)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ms. Zinab Zhra Attai, Research Fellow, Cornell University</td>
</tr>
<tr>
<td>9:45-9:55</td>
<td>EIF Project Results Application Criteria</td>
<td>Ms. Deborah Warren-Smith, EIF Manager&lt;br&gt;Ms. Agathe Christien</td>
</tr>
<tr>
<td>9:55-10:25</td>
<td>Q&amp;A</td>
<td>Q&amp;A session with participants</td>
</tr>
<tr>
<td>10:25-10:30</td>
<td>Closing remarks</td>
<td>EIF Secretariat</td>
</tr>
</tbody>
</table>
ELSIE INITIATIVE FUND THIRD PROGRAMMING ROUND

TECHNICAL BRIEF

19 APRIL 2023 | 09:00 - 10:30 AM EDT
TROISIÈME CYCLE DE PROGRAMMATION DU FONDS DE L'INITIATIVE ELSIE

BRIEFING TECHNIQUE

19 AVRIL 2023 | 09:00 - 10:30 EDT
EIF Donors

Target $40M
Total $ raised $32M
Approved $18M
$8-10M for 3rd Programming Round

Countries: Australia, Canada, Denmark, Finland, Germany, Netherlands, Norway, Republic of Korea, The United Kingdom
‘Innovative: designed to support and incentivize efforts to increase the meaningful participation of uniformed women in United Nations peace operations’

• established with support from Member States, Canada, the UN system and peacekeeping experts

• aligned with the UN Secretary-General’s targets for women serving in uniformed military and police roles – objectives stated in UN DPO’s Uniformed Gender Parity Strategy 2018-2028 (UGPS)

### EIF – Impact and Outcomes

<table>
<thead>
<tr>
<th>Ultimate impact</th>
<th>Support by the EIF contributes to <strong>accelerating the pace of change towards the increased meaningful participation of uniformed women in UN peace operations.</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Secondary impact</td>
<td>Knowledge gained by the EIF contributes to the global conversation on increasing the representation of uniformed women in UN peace operations.</td>
</tr>
<tr>
<td><strong>Outcomes</strong></td>
<td>1. Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to UN peace operations.</td>
</tr>
<tr>
<td></td>
<td>2. Increased meaningful deployment of uniformed women peacekeepers to UN peace operations.</td>
</tr>
<tr>
<td></td>
<td>3. Increased pool of uniformed women eligible to deploy as UN peacekeepers.</td>
</tr>
<tr>
<td></td>
<td>4. Improved working or / and living conditions for uniformed women peacekeepers in UN peace operations.</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>STATUS</th>
<th>PROJECTS</th>
<th>APPROVED BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>IN PROGRESS</td>
<td>Cambodia Armed Forces</td>
<td>US$ 247,736</td>
</tr>
<tr>
<td>IN PROGRESS</td>
<td>Côte d'Ivoire Police</td>
<td>US$ 216,596</td>
</tr>
<tr>
<td>IN PROGRESS</td>
<td>Ghana Armed Forces</td>
<td>US$ 3,700,669</td>
</tr>
<tr>
<td>IN PROGRESS</td>
<td>Jordan Public Security Directorate</td>
<td>US$ 1,000,000</td>
</tr>
<tr>
<td>COMPLETED</td>
<td>Liberia Armed Forces</td>
<td>US$ 120,000</td>
</tr>
<tr>
<td>COMPLETED</td>
<td>Mexico Armed Forces and Police</td>
<td>US$ 318,736</td>
</tr>
<tr>
<td>IN PROGRESS*</td>
<td>Niger Armed Forces and Police</td>
<td>US$ 991,052</td>
</tr>
<tr>
<td>IN PROGRESS*</td>
<td>Senegal Armed Forces</td>
<td>US$ 200,458</td>
</tr>
<tr>
<td>IN PROGRESS*</td>
<td>Senegal National Gendarmerie</td>
<td>US$ 2,153,757</td>
</tr>
<tr>
<td>IN PROGRESS*</td>
<td>Senegal National Police</td>
<td>US$ 1,766,688</td>
</tr>
<tr>
<td>COMPLETED</td>
<td>Sierra Leone Armed Forces</td>
<td>US$ 184,677</td>
</tr>
<tr>
<td>IN PROGRESS</td>
<td>Sierra Leone Police</td>
<td>US$ 182,060</td>
</tr>
<tr>
<td>IN PROGRESS</td>
<td>Togo Armed Forces</td>
<td>US$ 999,998</td>
</tr>
<tr>
<td>IN PROGRESS*</td>
<td>Togo Police</td>
<td>US$ 150,666</td>
</tr>
<tr>
<td>IN PROGRESS</td>
<td>Uganda Police Force</td>
<td>US$ 719,232</td>
</tr>
<tr>
<td>IN PROGRESS</td>
<td>Uruguay Armed Forces</td>
<td>US$ 1,005,678</td>
</tr>
<tr>
<td>APPROVED</td>
<td>Zambia Police Service</td>
<td>US$ 531,672</td>
</tr>
<tr>
<td>COMPLETED</td>
<td>The United Nations Interim Force in Lebanon (UNIFIL)</td>
<td>US$ 357,181</td>
</tr>
<tr>
<td>APPROVED*</td>
<td>The United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA)</td>
<td>US$ 1,499,623</td>
</tr>
</tbody>
</table>
Who can apply to the EIF

1. **T/PCC security organisation**: National Government to sign a Memorandum of Agreement (MOA)
   - Military
   - Police
   - Gendarmerie

2. **Participating UN Organisation**: HQ to sign a Memorandum of Understanding (MOU)
   - UN Agency in partnership with a T/PCC security organisation
     ✓ I.e., UN Women Liberia Country Office partnered with the Armed Forces of Liberia
   - UN mission
     ✓ I.e., UNIFIL, MINUSMA

**NOTE**: while CSOs can’t apply to the EIF, they can be an implementing partner:
- Femmes Africa Solidarité - conducted gender training with Senegal Gendarmerie
- Kofi Annan Institute for Conflict Transformation - research institution for the Armed Forces of Liberia Measuring Opportunities for Women in Peace Operations (MOWIP) Barrier Assessment
Presence and leadership of women across all ranks and functions

Women participate meaningfully when they:

- contribute to, and are included in, all aspects of operational and mission planning, and decision-making processes,
- hold operational command and leadership positions and non-traditional and non-stereotypical roles,
- have access to the same training, promotion, and career advancement opportunities as their colleagues who are men,
- hold positions that are in line with their training, rank, area of expertise, and
- have a workplace free from all forms of harassment, bullying, and intimidation.
## What type of funding can I apply for?

### 1. Flexible Project Funding (FPF)
Where a grant is available for a:
- current or prospective T/PCC to conduct Barrier Assessment (BA)
- current or prospective T/PCC to undertake one or more approved activities to address specific barrier(s)
- UN organization - projects to implement and test innovations

**Note:** BA report is required to access FPF

### 2. Gender Strong Unit (GSU) Premium
- Priority is given to a T/PCC that intends to reinvest the premium in ways that further address the EIF’s goals

**Note:** BA is strongly recommended to support GSU premium
One or more coordinated activities that address at least one key barrier

- conduct a national-level recruitment campaign for women officers and soldiers
- construct and operationalize a child-care center
- procure specific female-fit body armor to train in and deploy with

A credible national Barrier Assessment, using either the

- DCAF – Geneva Centre for Security Sector Governance MOWIP Barrier Assessment methodology, or
- an equivalent reliable methodology, to ascertain the nature and extent of barriers impeding the deployment of trained and qualified women peacekeepers.

On completion – projects and activities must have contributed to at least one of the EIF’s four outcomes
1. FPF - Barrier Assessment

What is a Barrier Assessment?

• establishes an empirically grounded foundation for a T/PCC to design specific interventions to address identified barriers
• generates a baseline assessment of existing barriers to the deployment of women peacekeepers against which progress can be evaluated

Terms of Reference: Appendix 1 - Barrier Assessment Criteria
Measuring Opportunities for Women in Peace operations (MOWIP) Methodology

An assessment methodology for the Elsie Initiative

*ELF Technical Briefing 19 April 2023*
The MOWIP methodology measures women’s meaningful participation in peace operations from the perspective of the troop- and police-contributing countries.
Completed MOWIPs by April 2023
Diary of a female peacekeeper: Sara’s Story
Diary of a female peacekeeper: Sara’s Story
Diary of a female peacekeeper: Sara’s Story
Diary of a female peacekeeper: Sara’s Story
Diary of a female peacekeeper: Sara’s Story
Diary of a female peacekeeper: Sara’s Story
Overview of the MOWIP Methodology

1. Preparation (planning and access)
2. Data Collection (fact-finding form, interviews, survey)
3. Data Analysis and Report Drafting
4. Validation Process
5. Report Launch (Follow Up, implementation of recommendations)
DCAF MOWIP Helpdesk and Cornell GSS Lab

DCAF MOWIP Helpdesk
- Provide MOWIP tools and documentation
- Brief TPCCs and partners
- Review MOWIP sections of Elsie Fund applications
- Guide TPCCs on choosing partners and contracting
- Mentor and troubleshoot

elsie@dcaf.ch

gsslab@cornell.edu

Gender & Security Sector Lab
- Technical assistance for MOWIP methodology
- Ensure quality and ethical compliance
- Secure data storage options
- Training to national research teams
**Online resources**

**DATA COLLECTION TOOLS**
- Fast Finding Form - Armed Force
- Fast Finding Form - Police
- Key Decision Maker Interviews
- MOWIP Survey

**TEMPLATES**
- Template 1: Strategizing for the Fast-Finding Form
- Template 2: Preparing the Survey
- Assessment Plan Overview
- Communication Strategy
- MOWIP Implementation

More templates will be uploaded in the coming weeks.

**EXPLAINERS**
- Explainer 1: Implementation options using the DCAF HELPLab
- Explainer 2: How to useTRAIN
- Explainer 3: Asking sensitive questions
- Explainer 4: Applying for MOWIP project funding support through the Elsie Initiative Fund

Resources are available in English, French and Spanish.

**Country MOWIP reports**

- Liberia Armed Forces MOWIP Barrier Assessment report
- Sierra Leona Armed Forces MOWIP Barrier Assessment report
- Mexico – Ministry of National Defense (SEDENA) MOWIP Barrier Assessment report
- Mexico – Ministry of the Navy (SEMAR) MOWIP Barrier Assessment report
- Mexico – Ministry of Security and Citizen Protection (SSPC) MOWIP Barrier Assessment report

**Version**
- English
- English – Español
- English – Español
- Español

**Country MOWIP reports – DCAF / Cornell University Gender Security Sector Lab Pilot**

- Ghana Armed Forces MOWIP Barrier Assessment report
- Senegal National Police and National Gendarmerie MOWIP Barrier Assessment report
- Uruguay Armed Forces MOWIP Barrier Assessment report
- Uruguay National Police MOWIP Barrier Assessment report
- Zambia Police Service MOWIP Barrier Assessment report
- Norway Armed Forces MOWIP Barrier Assessment report

**Version**
- English
- English – Français
- English – Español
- English – Español
- English

**Country MOWIP reports – Other**

- Canada Armed Forces MOWIP Barrier Assessment report
- German Armed Forces MOWIP Barrier Assessment report

**Version**
- English

The Elsie Initiative Fund (elsiefund.org)
### MOWIP Minimum Standards

<table>
<thead>
<tr>
<th>Category</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impartial</td>
<td>• Conducted with impartiality and in compliance with national and international ethical requirements</td>
</tr>
<tr>
<td>Comprehensive Dataset</td>
<td>• Provide a comprehensive list of policies, facts, and numbers about the institution (Fact-Finding Form)</td>
</tr>
<tr>
<td>Experiences of men and women</td>
<td>• Capture the experiences of both male and female personnel that allows for systematic comparison across groups (Survey)</td>
</tr>
<tr>
<td>Views of decision-makers</td>
<td>• Explain how the strategic decisions about peace operation priorities for a country are made (Interviews)</td>
</tr>
<tr>
<td>Cover all issue areas</td>
<td>• Capture data for all ten issue areas</td>
</tr>
<tr>
<td>Validated Results</td>
<td>• Validation of the results and recommendations by the security institution</td>
</tr>
</tbody>
</table>
Thank you!

dcafé/mowip

elsie@dcafé.ch
2. Gender Strong Unit (GSU)

A military contingent or formed police unit that:

- includes a high percentage of women in operationally significant roles
- and where the % of women is at least 5 percentage points higher than the UGPS target for that year

T/PCCs must also ensure that:

- women’s and men’s safety is provided for
- women are fully integrated, trained and equipped
- the unit includes substantial representation of women overall – and in positions of authority
- gender-equality training has been provided to all unit members
- parity of deployment conditions exist for women and men peacekeepers.

Note: Recommend T/PCC consult with DPO focal point for respective UN mission
Designed to incentivize T/PCCs to:

• train, deploy and integrate more women as members of formed units, and
• integrate women horizontally and vertically across all roles and ranks.

GSU premium:

• paid on redeployment home at the end of years 1, 2 and 3
• Increases by 25% in year 2
• Increased by 50% in year 3
MOWIP Barrier Assessments:
- 14 security institutions conducting a MOWIP in 9 countries
- From research to action: 4 measures taken to address key barriers

FPF:
- A pool of 202 women police officers eligible to deploy as peacekeepers
- 924 security personnel trained on gender issues
- 5,890 people sensitized on women’s roles and joining security institutions
- Construction of gender-sensitive accommodations and facilities in 3 countries

GSU:
- 4 GSUs deployed with a total of 18.3% women’s representation
- 5 women in command-level positions and 13 women in technical positions
National Governments must meet the following eligibility criteria:

1. Be a UN T/PCC, or demonstrate a serious intention to become one
2. Demonstrate high-level commitment and through the Minister / Chief of Defense, Minister of Interior / Police Commissioner signing/authorizing the LOI
3. For FPF: provide a detailed rationale for each project activity proposed in the LOI, and include a barrier assessment report and recommendations
4. Agree for the EIF Secretariat to publish the BA / MOWIP report on the EIF website
5. Meet requirements and remain eligible for UN support after assessment of:
   a. Human Rights Due Diligence Policy (HRDDP) and the
   b. Harmonized Approach to Cash Transfers (HACT) assessment
Each LOI will be assessed against the following criteria:

1. **Impact and Strategic Relevance** – preference will be given to projects that:
   - contribute to **multiple ELF outcomes**
   - include **baseline data** and **realistic targets**
   - are likely to result in the deployment of a significant volume of uniformed women including in strategic and leadership roles (must coordinate with DPO)

2. **Engagement** – must demonstrate how women, particularly uniformed women play integral roles throughout the project cycle.

3. **Sustainability and Extension** - preference will be given to projects that:
   - are likely to **contribute to the sustained increase** of uniformed women’s deployment
   - demonstrate **clear national ownership**
   - yield **insights and lessons** that can be shared with other T/PCCs
5. **Innovation** – preference will be given to projects that include new solutions or approaches to address identified barriers.

6. **Cost Effectiveness** – every proposal must demonstrate strong financial management and accountability in their budget:
   - reasonable costs, and economic use of resources
   - EIF Operations Manual lists ineligible costs, including weapons, ammunition, or vehicles of any type

7. **Management and Monitoring** – projects need to demonstrate:
   - Strong project management committee
   - Analysis of key project risks and mitigation strategies
   - Commitment to reporting in line with the EIF results framework
• Project Funding – 3rd Programming Round:
  • **US$ 1.5M** - maximum amount for each proposal
  • **US$ 100K** - minimum amount for each proposal
  • **Total** amount for all UN mission LOIs – **US$1.5M**

• Gender-strong unit (GSU) premium request
  • Submit in the same LOI, as BA and FPF
  • Amount requested is in addition to FPF amount sought
Please use the Q&A function to type your questions
<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wed 26 Apr</td>
<td>0830 – 0930 EDT</td>
<td>Webinar and Q&amp;A – <strong>MOWIP Barrier</strong> Assessment methodology, with the EIF, DCAF and Cornell University (ZOOM)</td>
</tr>
<tr>
<td>Wed 3 May</td>
<td>0830 – 0930 EDT</td>
<td>Webinar and Q&amp;A – Completing the Letter of Interest (LOI) (ZOOM)</td>
</tr>
<tr>
<td>Wed 10 May</td>
<td>0830 – 0930 EDT</td>
<td>Webinar and Q&amp;A – <strong>Flexible Project Funding</strong> and <strong>Gender Strong Unit</strong> (GSU) Premium funding modalities (ZOOM)</td>
</tr>
<tr>
<td>Fri 31 July</td>
<td>Close of Business</td>
<td>Completed Letters of Interest (LOI) to be sent to the EIF Secretariat: <a href="mailto:Elsie.mptf@unwomen.org">Elsie.mptf@unwomen.org</a></td>
</tr>
<tr>
<td>Mid October</td>
<td></td>
<td>Selected T/PCCs and PUNOs invited to submit detailed proposal</td>
</tr>
</tbody>
</table>
Stay in touch with us!

Follow us on

Twitter: [https://twitter.com/ElsieFund](https://twitter.com/ElsieFund)

Website: [https://elsiefund.org/](https://elsiefund.org/)

E-mail: elsie.mptf@unwomen.org