



Ministerio  
de Defensa  
Nacional

**AUCI**

Conferencia internacional

## La paz necesita a las mujeres

# Uruguay International Peacekeeping Conference





## *Why?*    EIF Aim and Rationale

**‘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)
  - [UNSCR 2538](#) (2020) – Women in Peacekeeping Operations (28 Aug 2020)
  - UN [Action for Peacekeeping \(A4P\)](#) and [A4P+](#)



# *What?* Types of funding available

## **1. Barrier Assessment (BA)**

Where a grant is available for a:

- current or prospective T/PCC to conduct a BA

## **2. Flexible Project Funding (FPF)**

Where a grant is available for a:

- 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

## **3. Gender Strong Unit (GSU) Premium**

Where a premium is paid to a:

- T/PCC, to deploy a unit with a significantly increased number of women

**Note:** A BA report is required to access FPF and is strongly recommended to support a GSU premium request



# *Impact and Results Framework*

## 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.



## Outcome 1: Increased country-specific knowledge of barriers to uniformed women's deployment to UN peace operations – barrier assessment

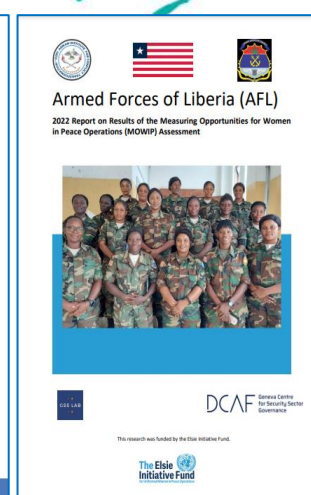
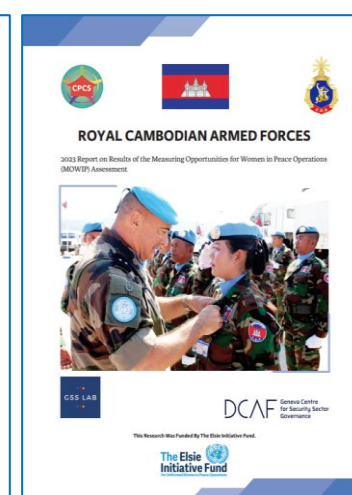
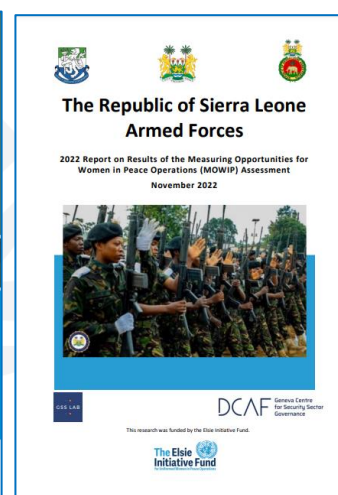
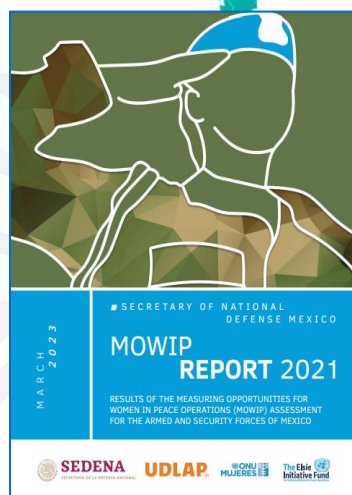
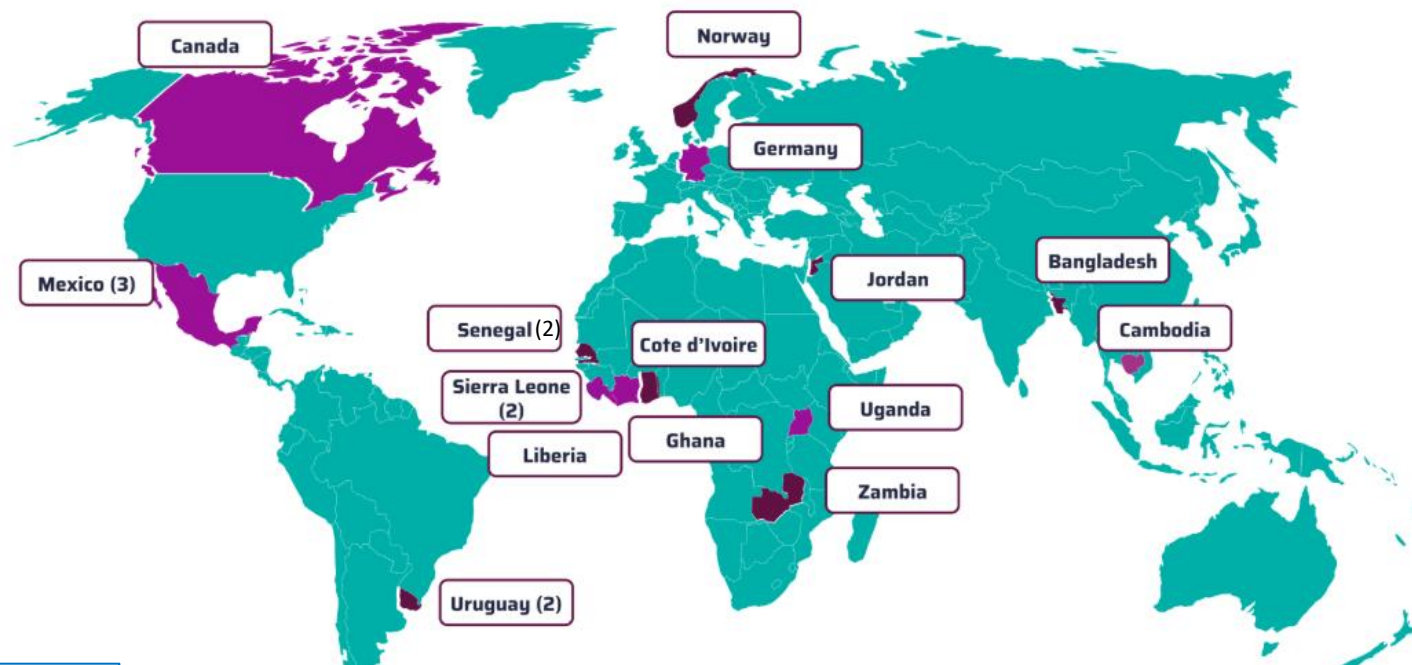
### Total Barrier Assessments conducted using DCAF MOWIP methodology - 20

#### EIF Funded – 1<sup>st</sup> and 2<sup>nd</sup> PR:

- 12 security institutions
- 8 countries
- 10 published (2 pending)

#### 3<sup>rd</sup> PR:

- 12 security institutions
- 8 countries





## EIF Outcome 2: Increased meaningful participation of uniformed women to UN peace operations



### Total GSU deployments supported: 6

- Ghana Armed Forces – UNIFIL
- Senegal Police – MINUSMA MONUSCO
- Senegal Gendarmerie – MONUSCO

Must meet EIF TOR requirements including progressive and sustained increases each year



©UN, Comd Mame Rokhaya Lo, Senegal GSU

 <b>GSU DEPLOYMENT</b> – ongoing (2022-2023)	Increase from <b>13%</b> (18) (2021) to <b>18%</b> (25) (2022) <b>deployed women peacekeepers in the Senegal National Police FPU to MINUSMA</b> . 2 section commanders are women, and 3 women hold technical positions.
	Increase from <b>16%</b> (137) (2021) to <b>19%</b> (165) (2022) <b>deployed women peacekeepers in the Ghanaian battalion to UNIFIL</b> , 15 women are officers, including platoon commander and section commander.
 <b>GSU DEPLOYMENT</b> – new (2023)	Increase from <b>17%</b> (24) (2022) to <b>23%</b> (32) (2023) <b>deployed women peacekeepers in the Senegal National Police FPU to MONUSCO</b> , including platoon commander, liaison officer, and transport officer.
	Increase from <b>19%</b> (165) (2022) to <b>20%</b> (176) (2023) <b>deployed women peacekeepers in the 2<sup>nd</sup> rotation of the Ghanaian battalion to UNIFIL</b> . 15 women are officers, including 3 platoon commanders, alongside 8 engagement team members.



# EIF Outcome 3: Increased pool of uniformed women eligible to deploy as UN peacekeepers – some examples



## ELIGIBLE POOL

**8** projects designed to increase the pool of uniformed women eligible to deploy as United Nations peacekeepers<sup>47</sup>

Roster of **245** uniformed women eligible to deploy as United Nations peacekeepers

**98** women were deployed in 2023 within an FPU<sup>48</sup>

**21** women from the 39-women roster who passed AMS-SAAT examinations in 2022 following EIF-funded preparation training **deployed** as IPOs in 2023<sup>49</sup>



Uruguay Armed Forces: MIET Information session, Uruguay Armed Forces, Army Communications Brigade No. 1 in Montevideo Province, April 2023



## CAREER ADVANCEMENT

**40** military women trained in plumbing, computer/IT, engineering, mechanics, and civil-military cooperation to advance their careers and enhance readiness for UN peacekeeping deployment<sup>56</sup>

**50** women trained to prepare for professional examinations to advance their career within the police service, of whom 30 passed these examinations, which represent a 60 per cent success rate<sup>57</sup>

**100** women trained for national specialist examinations to join the police service as drivers, cooks, assistant nurses, auto-mechanics, and IT roles<sup>58</sup>

**58** women received scholarships to pursue degrees in communications/journalism, psychology, and catering<sup>59</sup>



## EXTERNAL SENSITISATION AND RECRUITMENT

**23,250** high-school and tertiary education students including

**13,677** young women sensitised about career opportunities in the military<sup>60</sup>

**200** young women supported during the recruitment process through the provision of 200 'safe kits', transportation and registration fees<sup>61</sup>



Togo Armed Forces - Sensitisation sessions in Universities and High Schools, March 2023



Ghana Armed Forces - School Sensitisation Tour, October 2023



## EIF Outcome 4: Improved working/living conditions for uniformed women peacekeepers



1

**Pilot construction project in UNIFIL:**  
ablutions,  
accommodation and a  
welfare area.

### Improved living and working conditions in United Nations Peacekeeping Operations for uniformed women enhance operational effectiveness

*“The military is not just for men, but women can also join and participate – they can even excel.”*

Staff Sergeant (SSGT) Amina BAWA, a woman peacekeeper deployed as part of the gender-strong GHANBATT 89.



**SSGT Amina Bawa** deployed to UNIFIL from September 2022 to September 2023 as a member of the gender-strong GHANBATT 89. She was among the 1<sup>st</sup> women to be accommodated in the EIF-funded gender-sensitive accommodation, which had been completed through a separate EIF-funded UNIFIL project in 2022. The UNIFIL project included the construction and improvement of accommodation, ablutions, and welfare areas for GAF uniformed women deployed to UNIFIL. This project enabled the GAF to increase the number of women deployed as part of GHANBATT 89, from 16 per cent to 19 per cent in 2022-2023.

According to SSGT Bawa, accommodation tailored to the needs of women within peace operations can have a transformative impact.

*“Having a conducive environment contributes to effective work and mission outcomes.”*

SSGT Bawa strongly believes these new accommodation facilities contribute to operational effectiveness.

Reflecting on her past deployments to United Nations Peacekeeping Operations, she emphasised the significant impact that having adequate ablution facilities and accommodations can have on improving performance, particularly in challenging mission environments. The ample space in accommodation areas also allows peacekeepers to return from patrols to a comfortable and welcoming environment where personal hygiene can be maintained – all of which are essential to maintaining readiness, morale, and well-being.



# Lessons and Good Practices

- High-level political support, buy-in, and a strong commitment to support and achieve gender equality within security institutions
- Internal sensitization on gender issues within security institutions at all levels with men and women personnel - critical
- Communicate and advocate at home - about the gender-sensitive activities your organization is undertaking – including outcomes of a barrier assessment
- Develop a Gender Policy and implementation plan, including:
  - Ministerial authorization and support
  - Assigned accountabilities and responsibilities
  - Key performance indicators and
- Ensure women are appointed to senior leadership roles
- Multi-year funding commitments to support the implementation of gender initiatives
- Conduct an honest and independent assessment of barriers to women and committee to address recommendations
- Ensure sustainability is designed into every gender equality action and intervention



- **High-Level Launch – 1<sup>st</sup> week of June 2025**
- **One LOI per Security Institution**
- **Flexible Project Funding (FPF) amounts:**
  - **US\$ 1.5M** - maximum
  - **US\$ 100K** – minimum
  - Must be accompanied by a barrier assessment
- **Gender-strong unit (GSU) premium request:**
  - Amount is in addition to any FPF request
  - Submit in the same LOI as FPF request



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The Elsie Initiative Fund





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# *Who can apply to the EIF?*

- **National Governments**
  - Military, Police and Gendarmerie – direct
  - In partnership with a UN organisation i.e. UN Women
- **United Nations Organisations**
  - UN Peacekeeping Missions
  - UN Agencies, Funds and Programs



## *Eligibility Criteria – National Governments*

- **Be a UN T/PCC**, or demonstrate a serious intention to become one
- **Demonstrate a high-level commitment**, through the Minister / Chief of Defense, Minister of Interior / Police Commissioner
- Meet requirements and remain eligible for UN support after UN risk assessment:
  - **Human Rights Due Diligence Policy** (HRDDP) and the
  - **Harmonized Approach to Cash Transfers** (HACT) assessment