

REBRAPAZ

Brazilian Peace Operations Research Network

# *Conference: 20 years of UN SCR 1325*

## 3 September 2020

*The Elsie Initiative Fund  
Deb Warren-Smith*



# Agenda

- Elsie Initiative Fund for Uniformed Women in Peace Operations
  - ✓ Aim, Outcomes, Rationale and Design
- Canadian Elsie Initiative for Women in Peace Operations
  - ✓ Meaningful Participation
- Fund Structure and Governance
- Funding Types
  - ✓ Project Funding
  - ✓ Gender Strong Unit (GSU) Premium
- DCAF – The Geneva Centre for Security Sector Governance Barrier Assessment Methodology
- Programming Round Sequence
- Second Programming Round launch – Quarter 4 2020

# Aim of the Fund

**To support and incentivize efforts to increase the meaningful participation of uniformed women in United Nations peace operations**

- Accelerate progress towards achieving the United Nations Security Council's declared target of doubling the rate of women's participation within police and military contingents by 2020 compared to 2015 - [UNSCR 2242](#) (2015).
- Aligned with the UN Secretary General's targets for women serving in uniformed military and police roles – objectives stated in the UN Department of Peace Operation's [Uniformed Gender Parity Strategy 2018-2028](#) (UGPS).
- [UNSCR 2538](#) (2020) – Women in Peacekeeping Operations (28 Aug 2020)

# Outcomes the Fund seeks to achieve

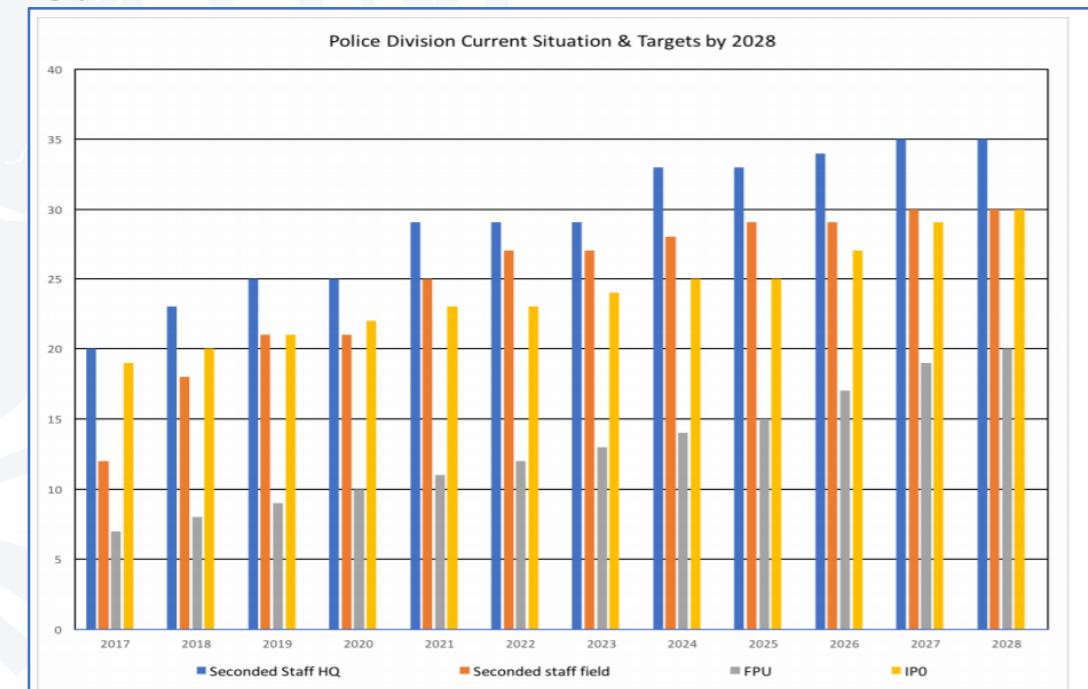
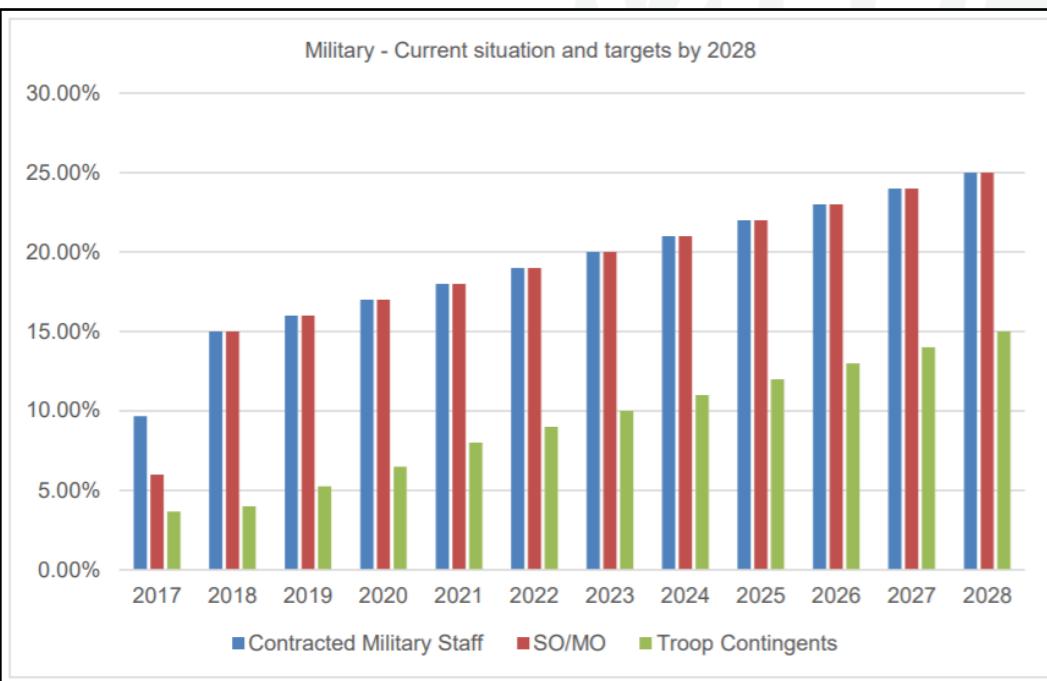
Accelerate the pace of change towards the increased meaningful participation of uniformed women in UN peace operations

1. Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to UN missions.
2. Increased meaningful deployment of uniformed women peacekeepers to UN missions.
3. Increased pool of uniformed women eligible to deploy as UN peacekeepers.
4. Improved working conditions for uniformed women peacekeepers in UN missions.

Launched 28 Mar 2019, the Fund is a 5-year fund, and is renewable.

# Rationale of the Fund

- Based on the idea that financial wherewithal should not be an impediment to advancing gender equality, the fund seeks to support and incentivize the increased meaningful participation of uniformed women in UN peace operations.
- Seeks to accelerate progress towards achieving UN targets to increase the proportion of women serving in uniformed military and police roles, as stated in the UN Department of Peace Operation's Uniformed Gender Parity Strategy 2018-2028.



# Fund Design

**Innovative** - to support and incentivize increased participation of uniformed women in peace operations.

**Incentives** - for Troop and /or Police Contributing Countries (T/PCC) to identify and overcome barriers to the deployment of trained and qualified uniformed women peacekeepers:

- members of military contingents and formed police units,
- officers who deploy individually, as police officers, or military observers and staff officers.

**Support projects** submitted by UN organizations, designed to implement, and test, innovations aimed at enhancing the meaningful participation of uniformed women deployed in UN peace operations.

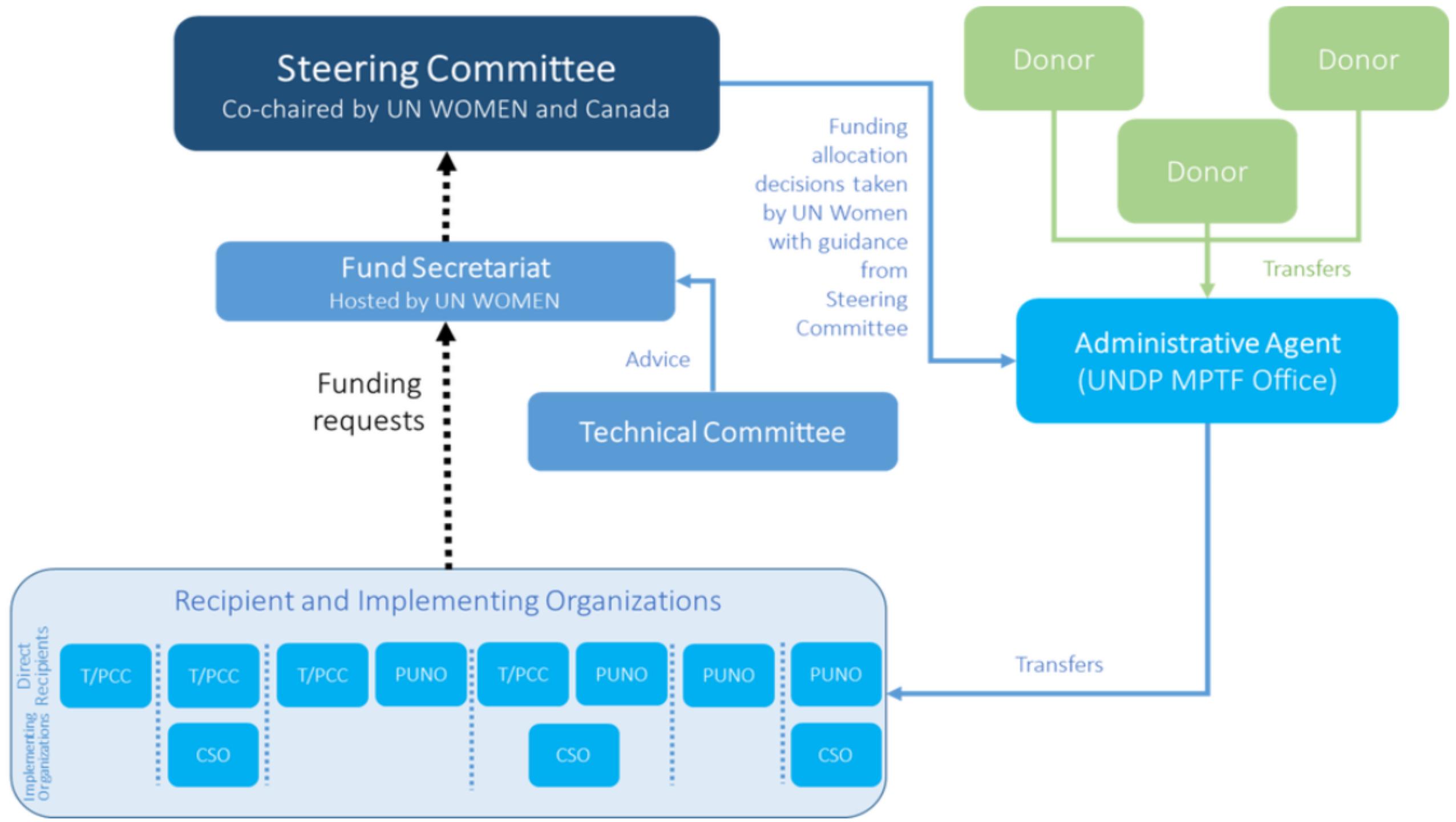
## Canadian Government Initiative ([link](#))

- launched 15 November 2017
- five-year innovative and multilateral pilot project
- designed to develop, apply and test a combination of approaches to help overcome barriers to increasing women's meaningful participation in peace operations.



How does the Elsie Initiative define meaningful participation ([link](#))?

- Presence and leadership of women in UN peace operations, across all ranks and functions; and
- Women are able to participate meaningfully when they:
  - contribute to, and are included in, all aspects of operational and mission planning, and decision-making processes,
  - when they 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 and area of expertise, and
  - have a workplace free from all forms of harassment, bullying and intimidation.



# Funding Types

The Fund provides financial support through the following two different funding types, or modalities:

1. Project Funding – where a grant is provided to:
  - current or prospective T/PCC to conduct a Barrier Assessment (BA)
  - current or prospective T/PCC to undertake one or more approved projects that seek to address specific barriers identified in a BA
  - support projects submitted by UN organizations which are designed to implement and test innovations.
2. Gender Strong Unit (GSU) Premium – designed to incentivize T/PCCs to deploy and integrate more women into formed police units (FPU) and/or military contingents, with women integrated horizontally and vertically throughout the unit across all roles and ranks.

# Project Funding - Eligible Projects

- A credible national Barrier Assessment, required to access project funding, using either the DCAF – Geneva Centre for Security Sector Governance Measuring Opportunities for Women in Peace Operations (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.
- One or more coordinated initiatives undertaken under the direction of the applicant that aims to address at least one relevant barrier to the meaningful deployment of uniformed women peacekeepers.

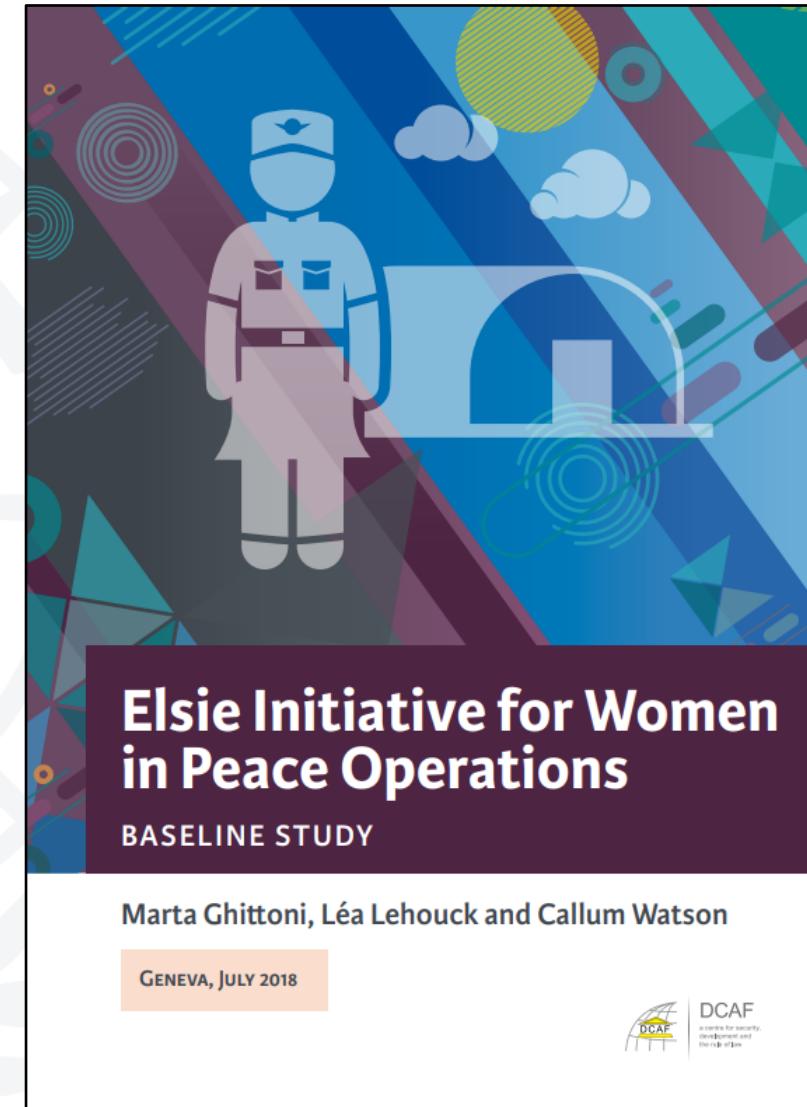
# Gender Strong Unit (GSU)

- A military contingent or FPU that includes a high percentage of women in operationally significant roles.
- Designed to incentivize T/PCCs to train, deploy and integrate more women into formed units, integrated horizontally and vertically – across all roles and ranks.
- Additionally, T/PCCs must ensure that:
  - women's and men's safety is provided for and the women are fully trained and equipped
  - the unit includes substantial representation of women overall – and in positions of authority
  - gender-equity training has been provided to all unit members
  - parity of deployment conditions exist for women and men peacekeepers.

# Gender Strong Unit (GSU) Premium

- T/PCC is paid an incentive to deploy a unit with a percentage of women that exceeds the UGPS 2018-2028 target by 5%.
  - in 2020, the military contingent target is **6.5%**
  - therefore, a military contingent would require to deploy with at least **11.5%** women working in all roles including operational roles such as patrolling or demining, or as members of an engineer construction team, a quick reaction force (QRF) or a utility or attack helicopter unit.
- Upon independent verification, T/PCCs will be paid the GSU premium at the end of the 12-month deployment.
- To further encourage and normalize the cultural and systemic changes that are being sought, additional incentives for a subsequent deployment of a *different* GSU are:
  - 2nd year – premium increases by an additional 25%
  - 3rd year – premium increases by an additional 50%.

- The BA methodology was informed by the DCAF 2018 Elsie Initiative for Women in Peace Operations Baseline Study.
- DCAF, in partnership with Cornell University, have conducted a pilot of their 'Measuring Opportunities for Women in Peace Operations' (MOWIP) Barrier Assessment Methodology, with eight partner research institutions.



# Second Programming Round

- Anticipate the virtual launch of the 2<sup>nd</sup> programming round in November 2020
- High-level launch event will be advised to:
  - All United Nations Permanent Missions
  - UN Women Country Offices
  - Other key stakeholders
- Supporting the launch:
  - Technical briefing on the Fund
  - Webinars on how to complete the Letter of Interest
  - Webinar on the Barrier Assessment methodology by DCAF



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The Elsie Initiative Fund for Uniformed Women in Peace Operations aims to “support and incentivize efforts to increase the meaningful participation of uniformed women in United Nations peace operations”.

[Learn more](#)



## Donors



## Resources



## Calls for proposals

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E-mail: [elsie.mptf@unwomen.org](mailto:elsie.mptf@unwomen.org)



Questions?

A large, faint, light gray watermark of the United Nations emblem is centered on the slide. The emblem features a globe surrounded by a wreath of olive and oak branches, with a crosshair pattern overlaid. The text 'Questions?' is centered within this watermark.