



The Elsie Initiative
FOR WOMEN IN
PEACE OPERATIONS



L'initiative elsie
POUR LA PARTICIPATION
DES FEMMES AUX
OPÉRATIONS DE PAIX

What is the Elsie Initiative?



- The Elsie Initiative is a Canada-led ten-year project (2017-2027) that aims to **catalyze transformational change** in increasing uniformed women's meaningful participation in UN peace operations.
- Launched at the 2017 UN Peacekeeping Defence Ministerial Meeting, initially as a 5-year pilot. It was **extended for a further 5 years** at the 2021 UNPKM
- The design and implementation has benefited from **significant international collaboration** with Member States, the UN, think tanks and peacekeeping experts.

Gender Equity in Peacekeeping



Through the Elsie Initiative, Canada is **testing innovative approaches to determine and eliminate barriers** to the meaningful participation of women in UN peace operations, to increase the evidence base and research about what interventions work and do not work, and to catalyse transformational change.

Across all roles and function in peace operations, uniformed women peacekeepers have proven that they can **undertake the same tasks, to the same standards, and implement mission mandates in the same difficult conditions**, as their men colleagues. Including women is both the right and smart thing to do.

Status and Foundation

- **1993:** Women made up 1% of deployed uniformed personnel
- The United Nations **Uniformed Gender Parity Strategy (2018-2028)** set out action areas to increase women's participation in peace operations and in headquarters roles, and sets annual minimum targets:

Military and Police	Current Statistics (June 2022)	Minimum Target for 2022	Minimum Target for 2028
Contingent Troops	5.9%	9%	15%
Formed Police Units	14.6%	12%	30%
Military Observers / Staff Officers	21.2%	19%	25%
Individual Police Officers	31.6%	23%	30%





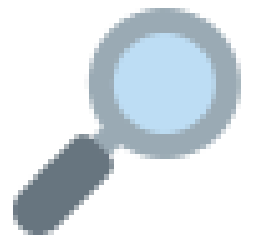
The top Barriers



1. Eligible pool



2. Deployment selection



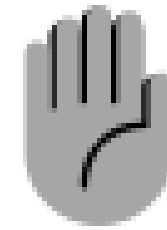
3. Deployment criteria



4. Household constraints



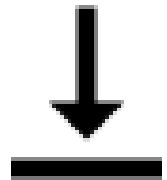
5. Mission infrastructure



6. Negative experiences



7. Redeployment






8. Top-down leadership



9. Gender roles

Six Main Components

T/ PCC Partnerships	Elsie Initiative Fund for Uniformed Women in Peace Operations	Receptive Mission Environments
<p>Bilateral Partnerships</p> <ul style="list-style-type: none"> - Ghana Armed Forces - Zambia Police Service - Forces Armées Sénégalaises  <p>Barrier Assessments</p> <ul style="list-style-type: none"> - DCAF and Cornell University - Piloted Zambia, Ghana, Uruguay, Senegal, Jordan, Bangladesh, Norway, Germany - Methodology is public - Policy briefs/ reports - CAF just published 	<p>Elsie Initiative Fund</p> <ul style="list-style-type: none"> - 2019-2024 - T/ PCCs and UN can apply - Three funding streams: Gender Strong Unit Premium (Battalions or FPU), barrier assessments, and flexible project funds  	<p>New guidelines for UN Camp Design (DOS)</p> <p>Implementation of UN Strategies</p> <ul style="list-style-type: none"> - Survey of UN Peacekeepers - Sexual Harassment/ Assault <p>Contingent Owned Equipment (COE) Manual</p> <p>Special Committee on Peacekeeping Operations (C34)</p>
<p>Underpinned by...</p>	<p>Global Advocacy and Outreach (UNGA, UNPKM, Contact Group, events)</p> <p>Targeted Research, informing policy and programming</p> <p>Monitoring and Evaluation</p>	

Measuring Opportunities for Women in Peacekeeping

The Global MOWIP aims to address the broader and more complex issues that go beyond the institutional framework of a single armed force, gendarmerie, or police force, and it contributes to a growing evidence base that reveals how gender equality is central to fit-for-the-future peace operations.





T/ PCC Partners



Ghana

- Ghana Armed Forces
- Canadian Armed Forces
- Kofi Annan International
Peacekeeping Training Centre



Zambia

- Zambia Police Service
- Royal Canadian Mounted Police
- UNDP Zambia



Senegal

- Ministry of the Armed Forces
- Global Affairs Canada
- Centre des Hautes Études de
Défense et Sécurité

Elsie Initiative Fund

- Created by the UN, outside experts, select Member States
- The Fund Secretariat is hosted by UN Women, and administered by the Multi-Partner Trust Fund Office
- **ElsieFund.org**



Three funding streams:



Conduct a barrier assessment of police or military organization



Deploy a Gender Strong Unit to receive a premium

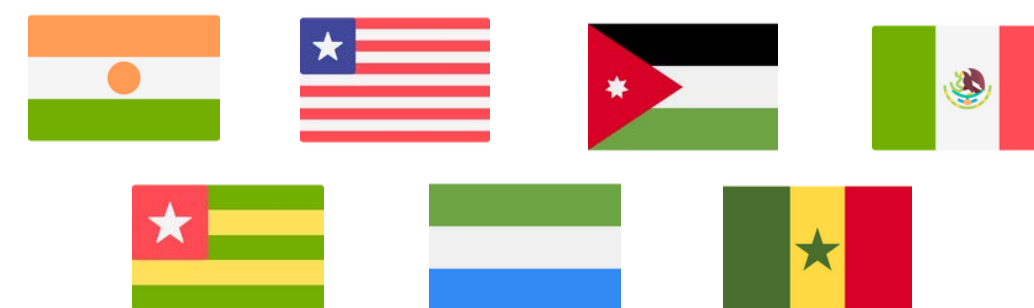


Flexible project funding for UN organization or T/PCC

Contributions (USD)

- Canada: \$13 million
- United Kingdom: \$7.5 million
- Netherlands: \$3.3 million
- Australia: \$3.3 million
- Germany: \$2 million
- Norway: \$1.2 million
- Finland: \$1.1 million
- Denmark: \$0.9 million
- Republic of Korea: \$0.5 million
- = \$32 million

First programming round:



Second programming round:



Funded Projects

Flexible Projects



Armed Forces: construct women's accommodation at BIPSOT to increase access for training opportunities



Armed Forces: construct women's accommodation, national recruitment campaign, regional visits to address stereotypes and gendered roles



Public Security Directorate: construct women's accommodation, establish training capacity for gender-responsive security sector reform



Ministry of Defence / Interior: Study of women's interests in national service, gender equality policy, recruitment campaign, training and capacity building for women



Gendarmerie / Police: Gender policy, roster of women, training and recruitment, construction of a daycare center, creation of a Female Police Association



Armed Forces: Gender policy, create a gender office, training and support for entrance exams, roster of women, training scholarships, construct women's accommodation



Armed Forces: Pilot family support program, outreach campaign for UN deployments, recruitment campaign, training package for combat skills



Mission: construct gender-responsive women's accommodation and working conditions for the Ghana battalion.

MOWIP Barrier Assessments



Gender-Strong Units



Armed Forces: Deploy a Gender-Strong Unit to UNIFIL for three years



Gendarmerie / Police: Deploy up to three Gender-Strong Units to MINUSCA, MINUSMA, MONUSCO for up to three years

Receptive Environments: Our Goals

- Define and better understand how mission environments affect women's meaningful participation in UN peace operations
- Support the UN system's implementation of the Uniformed Gender Parity Strategy
- Create an evidence base that clearly shows which interventions are most effective
- Generate ideas and effort to create more receptive environments for all personnel at mission





Areas of Improvement



Living
Accommodations



Recreational
Spaces



Camp
Layouts



Ablutions

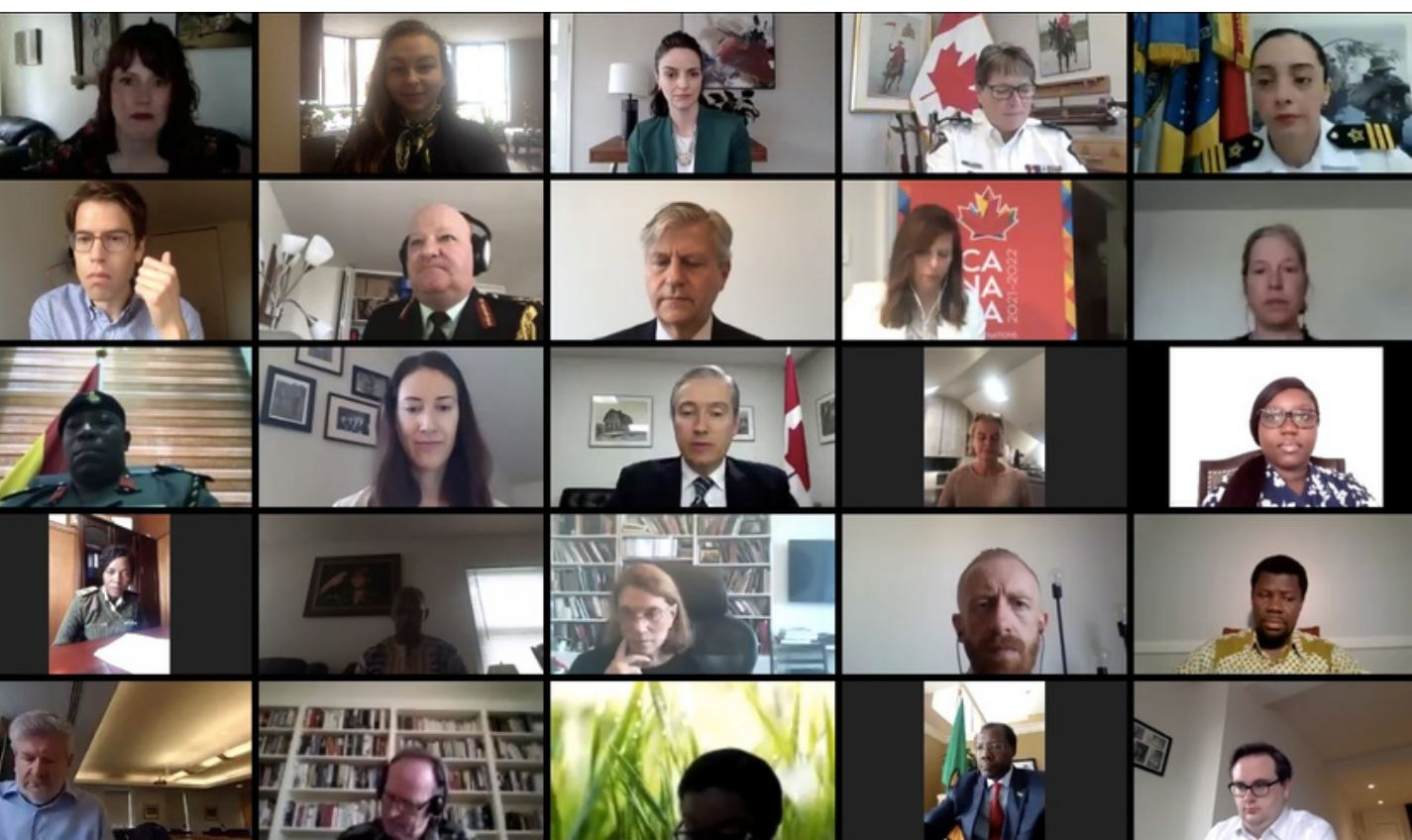
The recommendations drawn from the input of women and men peacekeepers helped create a 150-page package of suggestions that were shared within the UN Secretariat and all field missions. The new designs were validated with Chief Engineers in missions to ensure they were realistic and actionable. New systems contracts for modular pre-fabricated buildings for living accommodations were also developed, addressing windows, bathrooms, kitchenettes, and utilities.

The UN Office of Military Affairs and the UN Police Division have endorsed the new conceptual camp designs as a basis to support the Uniformed Gender Parity Strategy targets for women's participation in UN peacekeeping by 2028.



Advocacy Events

The Elsie Initiative has capitalized on sustained advocacy to build and maintain its profile, expand its network of supporters and champions for increasing uniformed women's meaningful participation in UN peace operations, and advance its policy leadership objectives. Advocacy activities strive to be inclusive and equitable, and focus specifically on elevating top T/PCCs, partner organizations, women peacekeepers, and leaders in the UN system.





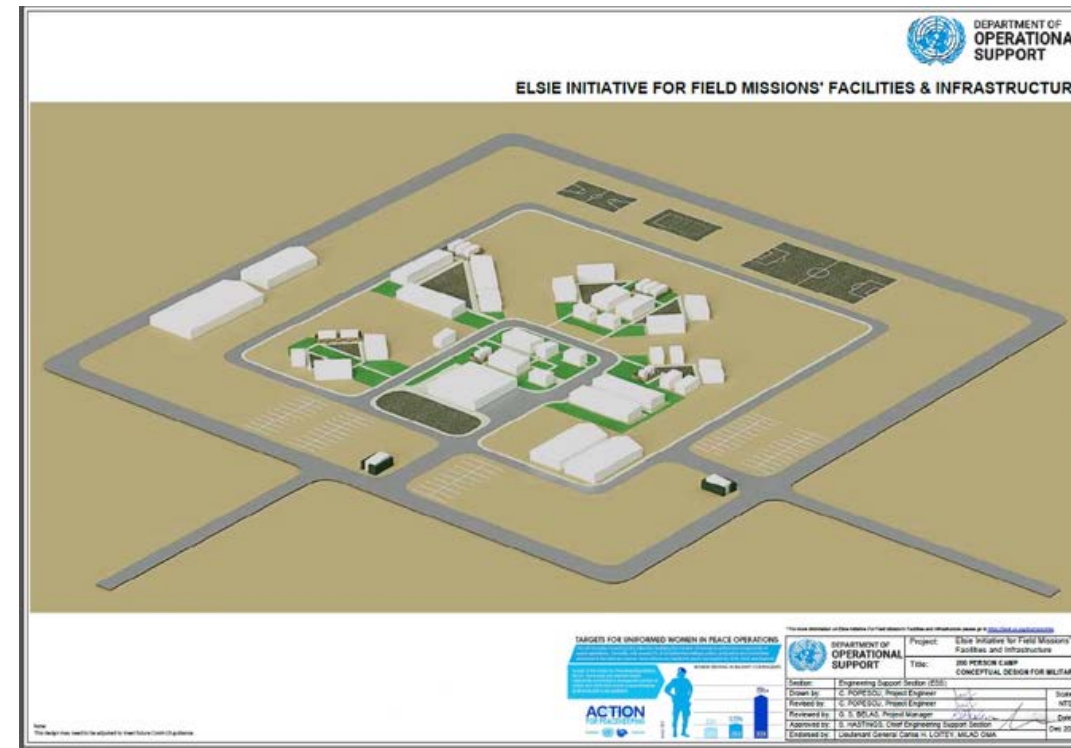
The Contact Group

Canada cannot address this complex issue alone. Through the Elsie Initiative, Canada is working with the Contact Group, T/PCCs and the UN to increase the meaningful participation of women in UN peace operations.

ARGENTINA		SOUTH AFRICA	
FRANCE		SWEDEN	
GHANA		THE NETHERLANDS	
NORWAY		UNITED KINGDOM	
REPUBLIC OF KOREA		URUGUAY	
SENEGAL		ZAMBIA	

Policy Change

- Special Committee on Peacekeeping Operations (C34)
- Contingent Owned Equipment Working Group and Manual (COE)
- UN Security Council Resolution 2538 on Women in Peacekeeping (2020)
- Extra Budgetary (XB) Projects with DPO and DOS



RES | **Women in**
2538 | **Peacekeeping**



Research: Recent Products

- The Impact of Women Peacekeepers on Public Support for Peacekeeping in Troop-Contributing Countries, [IPI \(June 2022\)](#)
- Blue on Blue: Investigating Sexual Abuse of Peacekeepers, [IPI \(April 2022\)](#)
- Perceptions and Lived Realities of Women Police Officers in UN Peace Operations, [IPI \(June 2021\)](#)
- Gendered Impacts on Operational Effectiveness of UN Peace Operations, [GIVPS \(May 2021\)](#)
- Woman First, Soldier Second: Taboos and Stigmas Facing Military Women in UN Peace Operations, [IPI \(October 2020\)](#)
- Measuring Opportunities for Women in Peace Operations Methodology, [DCAF \(October 2020\)](#)





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