



Annual report 2021

LEAP4Peace Consortium

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1. Introduction

This document presents the annual report 2021 for the Strategic Partnership between the Women’s Leadership and Participation for Peace (LEAP4Peace) Consortium and the Netherlands Ministry of Foreign Affairs (MFA). The Consortium consists of the Netherlands Institute for Multiparty Democracy (NIMD) including its offices in Colombia and Myanmar, the Burundi Leadership Training Program (BLTP), the Gender Equality Network Myanmar (GEN), and Gender Action for Peace and Security (GAPS) based in the UK.

The ultimate aim of LEAP4Peace is to contribute to a conducive environment for women’s full and meaningful inclusion in political and decision-making processes, as a means of sustaining peace in Burundi, Colombia and Myanmar. The LEAP4Peace programme particularly contributes to Pillar 1 of the Women Peace and Security (WPS) agenda – Participation: to increase the participation of women at all levels of decision-making, including in national, regional, and international institutions; in mechanisms for the prevention, management and resolution of conflict; in peace negotiations; in peace operations, as soldiers, police, and civilians; and as Special Representatives of the U.N. Secretary-General.

It is unfortunate to have to conclude that 2021 has been challenging for the LEAP4Peace programme on many fronts. The year started with a military coup in Myanmar in February, significantly impacting the work of the Consortium and forcing GEN and the Myanmar School of Politics (MySoP) to halt implementation, and MySoP (now rebranded as ‘NIMD Myanmar’) to eventually relocate outside of the country. In addition, the COVID-19 pandemic directly affected the space to operate for LEAP4Peace partners around the world, and moreover prevented the much needed face-to-face interactions.

Despite these difficulties linked to the context, the LEAP4Peace Consortium made use of the first six months of the programme to conduct Political Economy Analyses (PEAs) in the countries included in the programme. Investing in this common PEA approach allowed for more specific planning and identification of the best strategies. Each country team could subsequently develop and update their contextualized Country Theory of Change (ToC) with related Monitoring & Evaluation (M&E) Framework. In order to further specify the implementation strategies, each country team identified the specific actors to target and developed dedicated Actor-Based Pathways of Change (ABPC) for them. This exercise was followed by the baseline measurements of programme indicators, both quantitative and qualitative, carried out during the third quarter of the year.

This report describes the first year of implementation of the overall Theory of Change (ToC) that underpins the LEAP4Peace programme, at the national and global levels. The report starts with an analysis of both global and consortium context of the program including below a brief update on the Consortium Members. This is followed by a chapter on challenges and lessons learned and the updated Theory of Change. The report then outlines the country results including the activities implemented by the Consortium Partners that aimed to enhance the rightful place of women in peacebuilding efforts and in democratic institutions at all levels, supporting responsive and representative political decision-making.

Subsequently, the report summarizes the efforts done in the areas of international lobby and advocacy and then it outlines the global component, carried out by GAPS and NIMD, followed by sections on the LEAP4PeaceSecretariat, learning, partnership with the Ministry and embassies, knowledge and learning. The final section provides some narrative explanation on the financial report 2021, presented as Annex 1. An overview of the LEAP4Peace programme contribution to the WRGE basket indicators is presented as Annex 2, while Annex 3 provides an overview of the 2021 risk assessment at global level.



2. Overall programme developments

2.1 Reflections on global context

The negative impact of the COVID-19 pandemic on the position of women has been documented widely. From increases in domestic violence against women, the disproportionate economic impact on women losing their incomes in the formal and informal economy, and increases to the care burden at home. At the same time, the pandemic revealed gender based weaknesses in how states responded to the health crisis. One study of 194 countries found that countries with women leaders had consistently lower numbers of COVID cases and deaths¹ Other studies have found that most women-led governments introduced lockdowns quicker, prioritized public health over economic concerns, and were more successful at gaining public support for pandemic-related measures². These findings again emphasize the need to improve the role of women in political decision-making similar to the objective of the LEAP4Peace programme.

Despite many contextual challenges, also some positive developments in the Women, Peace and Security (WPS) field were registered. According to the WPS Index 2021/2022, welcome improvements include in several countries new legislation to protect women from domestic violence, increases in women's cellphone use (jumping from 78 to 85 percent in the four years to 2020), and improved perceptions of community safety (climbing in 81 countries). Women's parliamentary representation, though rising, still averages only about one in four MPs³. In the period 2017-2021, Burundi shows a slight increase in terms of women's share of parliament seats while Colombia shows a minor decrease and Myanmar showed a substantial increase. On the WPS index 2021/2022 Burundi ranks 130, Myanmar 134, Colombia 90 (Netherlands 10).

In 2021 we also saw some encouraging developments to further the overall global gender equality agenda. Canada, France, Sweden, Mexico, and Spain all announced their intention to adopt a feminist foreign policy. In the US, the Biden administration established a Gender Policy Council in early 2021, tasked with advancing gender equality at home and abroad. In the UK, where GAPS is based, the Foreign Secretary's announcement in December that when the UK launches its new development strategy this year, it will focus on "providing women and girls with the freedom they need to succeed and ... ensure our development policies support our belief in freedom and democracy⁴." And at the G7 last summer, the UK succeeded in getting the leaders of some of the world's largest economies to agree to a shared belief in open societies. They also agreed that the economic and political empowerment of women is inherent to achieving that goal. The [communiqué](#) signed up to in full by all G7 members recognized that thriving democracies and open societies must be founded upon gender equality⁵.

Whether the above mentioned WPS gains will be sustainable and can contribute to a more peaceful situation in these countries remains to be seen because the Global Peace Index 2021 (GPI) report shows that global peace has deteriorated for the ninth time in a row⁶, including in Myanmar, Colombia and Burundi.

2.2 Consortium context: events that marked 2021

¹ <https://www.tandfonline.com/doi/full/10.1080/13545701.2021.1874614>

² <https://www.medrxiv.org/content/10.1101/2020.07.13.20152397v2>

³ <https://giwps.georgetown.edu/the-2021-women-peace-and-security-index/> p 12

⁴ <https://www.wfd.org/commentary/we-need-girls-school-become-women-politics>

⁵ <https://www.wfd.org/commentary/we-need-girls-school-become-women-politics>

⁶ <https://epd.eu/2021/12/16/turning-the-page-on-2021-12-key-moments-for-democracy-this-year/>



The first year of the LEAP4Peace project has taken place in an undeniably challenging environment; the ongoing COVID-19 pandemic has not only made direct civil society lobbying and advocacy much harder, it also affected the joint kick-off for the LEAP4Peace programme and thereby starting jointly as a consortium.

Early February 2021, **Myanmar** began with a coup as the country's armed forces seized power. Declaring the November 2020 elections as fraudulent, they arrested elected government leaders, politicians, and many pro-democracy activists and journalists. The coup was met with criticism from the international community who lamented the assault on the country's democratic transition. Within Myanmar, widespread civil disobedience and grassroots pro-democracy movements emerged, demanding a return to civilian government. Women and youth have been particularly influential in the resistance movements orchestrating protests. During the 10 year democratic transition period, a slow but steady progression was noticeable for women to have more opportunities, power and influence in society. Before the coup, things were finally looking up for women in Myanmar. The recent political development in Myanmar has further threatened the operational space of CSOs and the advancement of women empowerment and gender equality. This becomes a challenging environment for Myanmar women human rights defenders and potential women leaders, to fight discrimination, gender inequality and promote gender and cultural barriers of economic and other structural discrimination, and unique challenges driven by deep-rooted discrimination against women and stereotypes entrenched in patriarchal society.

A series of ongoing [protests began in Colombia in April](#) as thousands of people took to the streets against increased taxes, corruption, and healthcare reform. Police officers repeatedly and arbitrarily dispersed peaceful demonstrations and used excessive, often brutal, force, including live ammunition and gender-based violence. In November 2021, the fifth anniversary of the Final Peace Agreement between the Government of Colombia and the former Revolutionary Armed Forces of Colombia-People's Army (FARC-EP) was commemorated. While progress is made on achieving certain milestones in the peace agreement, such as the reintegration of FARC rebels in communities, the inclusion of women in politics and peace and security has not been given as much attention.

In the midst of the virtual sessions of Congress, a new electoral code was discussed and approved for the next Presidential elections in May 2022. However, the Constitutional Court has not given its approval on this electoral reform. Therefore, the registration of candidacies for the national elections evidenced the resistance of political parties and movements to advance towards parity without a law demanding it. Of the 22 coalitions and political parties, only 7 reported a percentage of women equal to or higher than 40% in their lists. As for the Senate, only 6 lists with the same percentage margin were reported. Additionally, for the presidential elections, of the 22 pre-candidates, only 4 women have announced their candidacy.

The UN Commission of Inquiry on **Burundi** at the launch of its fifth report last September, says "Despite the initial promises of Burundi's President Évariste Ndayishimiye to improve the human situation in the country ridden by years of violent repression and to restore the rule of law, structural measures to bring long-lasting change are yet to be seen. The democratic space remains tightly closed and serious human rights violations continue to be committed since the President took office in June 2020. Although the level of political violence decreased immediately after the 2020 elections, the political climate remains highly intolerant of dissent⁷.

In the **Netherlands**, 2021 was the year of elections and the formation of a new coalition. NIMD is member of the WO=MEN platform that provided its WPS vision as input for the 2021 parliamentary elections⁸. By the end of

⁷ <https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=27472&LangID=E>

⁸ <https://www.wo-men.nl/kb-bestanden/1588251349.pdf>



December the coalition presented their agreement: Looking out for each other, looking forward to the future. One point stands out as WO=MEN remarks: gender equality and women's rights are missing in foreign policy⁹.

2.3 Risks

As mentioned, 2021 has proven a challenging year due to unstable country contexts following elections such as in Myanmar, while the spread of Covid-19 around the world has laid the groundwork for government excesses in certain countries that could affect democracy for years to come. Like many others, the LEAP4Peace Consortium faced therefore several challenges during 2021, but this also gave insights and learning on how to deal with them.

In Annex 3, you find the overall updated risk analysis, indicating whether risks materialized or not and what has been done to mitigate those risks. During Steering Committee meetings the risks and mitigation strategies are discussed and revised if needed.

Some risks that were 'highly likely' to occur, did indeed materialize. For example:

1. The pandemic and the context of the national strike in Colombia challenged the implementation of L4P program actions. Mobility restrictions, peaks of COVID 19 infection and situations of insecurity generated by the protests required that, on multiple occasions, program activities be rescheduled. Additionally, the logistical implications of the pandemic, such as having to allocate more classrooms than planned in the democracy training schools, led to the involvement of staff members from other projects and/or the hiring of support personnel.
2. After military coup, GEN and its members cannot run their activities smoothly due to the deteriorated security situation and heightened financial obstacles for CSO's: If CSO's want to withdraw funds, they need to show the organization's registration certificate, proposals and budget lines to the bank. This poses the dilemma: to renew their registration to access funding and thereby work with the junta, or not to renew the registration and then find other ways to access funding.

A new risk has been identified for MySoP that is now setting up operations from Thailand and will be rebranded as NIMD Myanmar. Although Thailand has long been a safe space for international NGOs, a new draft NGO law has been proposed potentially restricting civil society work in Thailand as a whole. The approval of the bill has for now been put on hold due to push back from civil society.

GAPS and NIMD The Hague did not have an individualised risk assessment at the start of the programme because of their global role. Both organizations however developed their own assessment (shared with the 2022) to undertake action as the Secretariat of the Consortium or in case Consortium wide events or products would be in jeopardy.

Sexual Exploitation, Abuse and Sexual Harassment Policy (SEAH)

Every person working with or for one of the Consortium Partners has the right to be treated with dignity and respect at any times, and to work within an environment free from any kind of harassment, sexual harassment, abuse or discrimination. This means the LEAP4Peace Consortium is committed to creating and maintaining a working environment that respects the inherent dignity of all staff, affording them the opportunity to reach their fullest potential, and empowering them to deliver the best possible results for our beneficiaries.

⁹ <https://www.wo-men.nl/en/news-item/new-momentum-requires-focus-on-gender-equality-and-women-s-rights>



NIMD drafted the final version of its SEAH policy in September 2020. This policy applies to all staff without exceptions (full-time, part-time, temporary, permanent, The Hague, Country offices, etc.) and it establishes zero tolerance for any form of misbehavior that includes sexual exploitation, harassment, sexual harassment, discrimination and abuse of authority in any form.

NIMD also ensures that all staff undertakes mandatory regular additional training to guarantee compliance with this Policy and relevant operating procedures. As a form of prevention, NIMD also counts with an internal and external confidential counseling service in place for staff and also for external personnel affected by the work of NIMD. Some of the upcoming activities planned for 2022 include the 'Integrity Rollercoaster event' that aims to discuss and find potential solutions to common working integrity dilemmas including sexual harassment,

On a similar note, GEN developed its own Sexual exploitation, abuse and harassment; and digital security policy. Mitigation measure include development and implementation of "Prevention of Sexual Harassment, Exploitation and Abuse" (PSHEA) policy for GEN and its members and establishing hotlines/helplines to report gender based violence incidences for psychosocial support/ counselling and/or referral to service providers. In addition, GAPS developed a social behavior report, following the integrity policies of their host organization Women for Women International UK.¹⁰

Despite preventive measures the risk associated with sexual harassment and gender-based violence by beneficiaries unfortunately materialized in Colombia. 4 students from the Democracy Schools were involved in 2 cases. The first of sexual harassment and the second of gender-based violence. Mitigation actions were effective, the Gender Based Violence Prevention Protocol (which includes provisions on sexual harassment) was implemented. Specifically, the attention route was: (i) conduct a virtual meeting to report the details of the case; (ii) conduct a risk analysis, determining how much risk the case has; (iii) determine actions against the accused and the complainant; (iv) follow up on the case to see its progress. A record of the case was then drawn up with the complainant's authorization, as the records contain confidential information. Both cases were solved, prioritizing the rights of the victims and avoiding their re-victimization.

2.4 Reflections on the Theory of Change

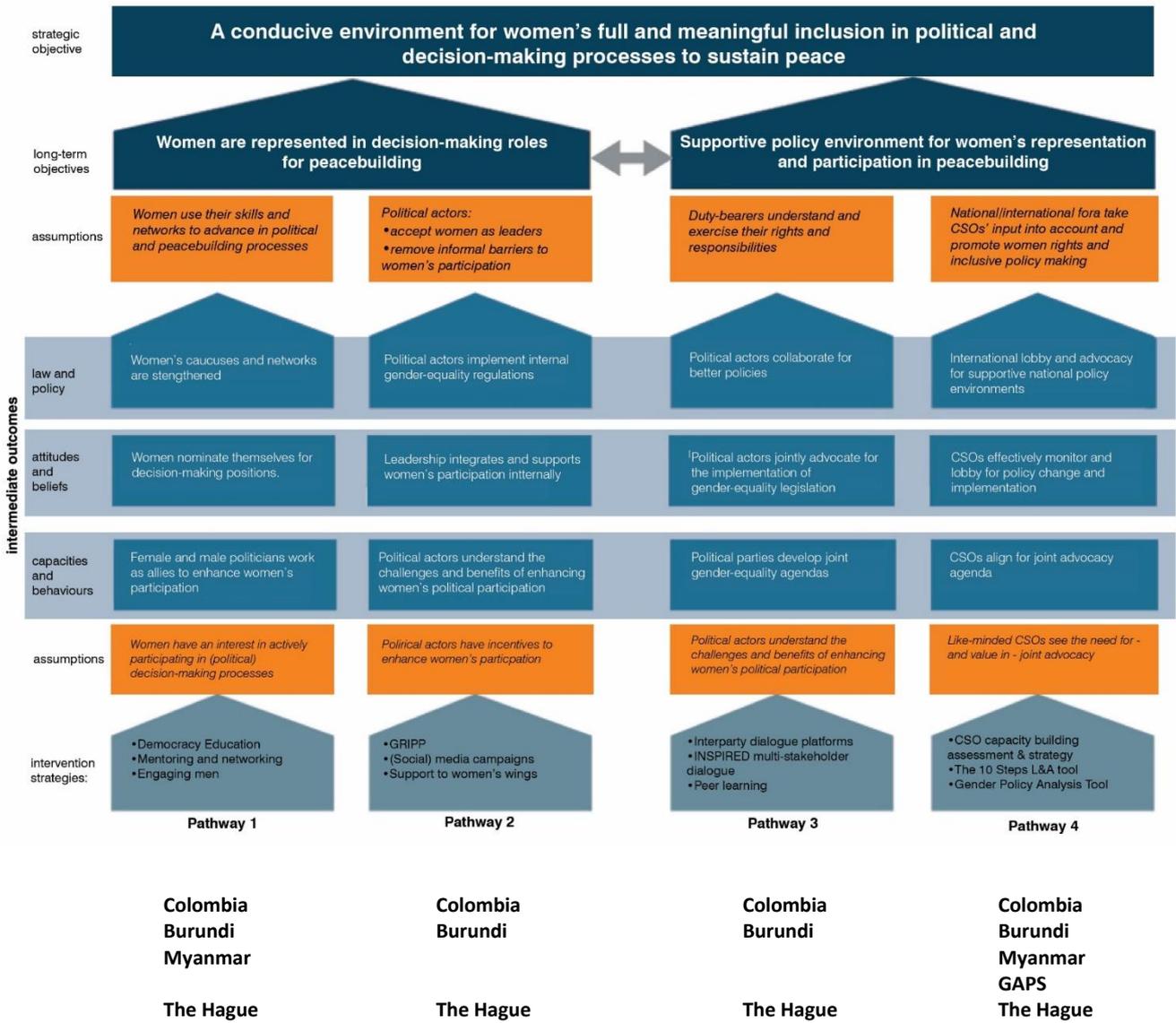
All Consortium Members have reviewed their ToCs in 2021. For Colombia and Burundi, the review did not lead to significant changes in the content of planned outcomes but changes were made at the actor and activity level. Burundi consequently separated outcomes that at an earlier stage were combined.

For Myanmar there was the initial hope that the coup would be reversed and peace and democracy would be restored. Unfortunately, towards the end of 2021 it became clear that the contrary has happened. These events severely affected NIMD Myanmar and GEN's, as many other organizations, operations and implementing capacity. Consequently, and as indicated in the 2022 plan, GEN could not work on pathway 2 in 2021. This pathway has however, not (yet) been removed from the ToC because when an opportunity arises GEN wants to work with legitimate political actors. To keep the possibility open for pathway 2 work, GEN engages in online meetings with the National Unity Government (NUG) and National Unity Consultative Council (NUCC), a recently set-up political dialogue platform.

All other Consortium Members continue to work on their initially selected and contextualised pathways from the LEAP4Peace ToC below.

¹⁰ Since GAPS will change host in 2022, the Integrity Policy and related documents provided to the MFA as part of the application will be updated by the policies of the new hosting organization Safer World





3. Burundi

In the first year, the project focused its interventions on capacity building. Thus, multi-stakeholder groups of women have already been formed and are interacting so that the situation of women in their provinces can change. BLTP already observed a change in the behavior of the women participating in the activities, who yesterday did not speak to each other and who are now allies despite being from different political parties. In the long term, they are important actors in influencing the leaders of political parties.

The COVID-19 Pandemic has strongly affected the implementation of interventions specifically the last two months of the year. Moreover, staff travel was limited and field activities suffered. BLTP finally took the option of starting with capacity building through modular training that was initially planned for the second year in order to equip women politicians to engage in an advocacy process with political leaders and government decision makers. Authorization from the authorities for this deviation in the activity planning was previously granted.

Achievements 2021:

Intermediate Outcome	Intermediate Indicator & Target 2021	Description of results
Outcome 1 Women are represented in decision-making roles for peacebuilding		
1.1. Women are aware of the risk of not exercising their political rights	# Number of women (aspiring) leaders trained 2021 Target: 250 2021 Result: 248	248 women from the 10 political parties, the National Women's Forum, elected officials from the communes, the police, the judiciary and civil society organizations participated debates and workshops in the 5 provinces on the roles and responsibilities of women in the country and in the household. The same women were trained in four modules: advocacy, civil and political rights, democracy and good governance and positive masculinity, with 30 participants per province. They also received a training in the VSLA-NAWE NUZE approach ¹¹ (management of solidarity groups). The activities took place as planned, hence there is no deviation between target and actual value.
1.2. Women are able to implement advocacy strategies	# agreements reached following the meeting of the dialogue platform 2021 Target: 2 2021 Result : 2	Two agreements with the local communities and the authorities were concluded as a result of the training sessions conducted in the provinces: - The establishment of provincial action plans to address provincial challenges that hinder women's participation at the provincial level with deadlines for implementation. At the end of the training on advocacy techniques and strategy, an advocacy action plan was set up in each province

¹¹ <https://twitter.com/careburundi/status/984824495016947714>



		<p>- Creation of solidarity groups Village Saving Leadership Associations (VSLA) NAWA NUZE at the level of each province in order to fight against female poverty, resulting in 12 new groups.</p> <p>The target was met.</p>
1.3. Women are well represented in political decision-making processes	<p># of women-led CSOs included in program activities</p> <p>2021 Target: 0</p> <p>2021 Result : 15</p>	<p>It was planned to include civil society organizations from the second year onwards, but it was deemed appropriate to involve them from the first year onwards for awareness raising purposes. Thus three influential civil society organizations in each province were involved. A total of 15 civil society organizations benefited from capacity building in 2021 so that they can interact with female politicians to advocate for women's political participation and to influence decision makers to eradicate the respective barriers.</p>
1.4. Women politicians use the media to inform, educate and communicate their civil and political rights in general and their right to political participation in particular	<p># Political actors participating in dialogue platforms (disaggregated by type)</p> <p>2021 Target: 0</p> <p>2021 Result: 4</p>	<p>A small team of six people, three women and three men from three households of people involved in politics performed in Musinga an awareness-raising sketch for the public with the objective of denouncing gender-based violence. It was during the launching ceremonies of the 16 days of activism against GBV. All the radio stations: RTNB, Radio REMA FM, Isanganiro, Radio scolaire Nderagakura, community radio stations and the written press relayed this awareness message.</p> <p>BLTP engaged with several national and community media outlets to create broadcasting time for women politicians use the media to inform, educate and communicate their civil and political rights in general and their right to political participation in particular: the Community Radio UMUCO in Ngozi province, participated in a debate on the role of women in the country and prejudices around the political participation of women. An interesting debate between 8 actors of which four women coming from the 3 main parties of which a representative of the league of the women of the party CNDDFDD, the Representative of the UPRONA, of the FRODEBU and the CNL as well as four women of the civil society was transmitted on the waves of the radio Umuco of Ngozi. In Gitega, 3 women politicians spoke on Humuliza community radio during a provincial workshop organized on the roles and responsibilities of women politicians.</p>
1.5. Women politicians influence political and government decision-makers	<p># multi-stakeholder dialogue meetings</p> <p>2021 Target: 4</p> <p>2021 Result: 6</p>	<p>Six multi-stakeholder dialogue meetings were organized on women's civil and land rights, positive masculinity, governance and political participation, and techniques for setting up and managing VSLAs. These meetings were attended by the national leaders of the women's leagues of the 10 political parties.</p>
Outcome 2 Supportive policy environment for women's representation and participation in peacebuilding		
2.1 The government adopts policies that promote women's participation in decision-making bodies	<p>Share of women candidates</p> <p>2021 Target: 30%</p> <p>2021 Result: 30%-</p>	<p>An information, advocacy and awareness-raising booklet to encourage women's political participation in Burundi and its outreach strategy has been produced. It is intended for (potential) politicians, in particular elected officials (including local officials), political party leaders, civil society and media leaders. It is also addressed at other relevant actors in society who have a role to play in the development and expression of female leadership. It addresses the different rules and policies guaranteeing women's</p>



		political participation in decision-making bodies, electoral processes, conflict prevention and peace building processes, the ongoing transitional justice process, as well as in the prevention of local conflicts, notably land conflicts.
2.2 Government adopts practices that promote women's participation in decision-making bodies	Political actors develop their capacities through training, awareness raising on key gender and leadership issues 2021 Target: 0 2021 Result: 0	A national workshop was organized in November 2021 in Gitega in which participated the executives of different political institutions: the Ministry of Interior, the women members of the National Assembly and Senate, the deputies and women communal administrators elected in the 5 provinces and the two provincial governors. BLTP shared the above-mentioned collection of legal reference texts on women's political participation and asked the participants to disseminate it.
2.3 Political parties adopt policies that promote women's participation in decision-making bodies	# Political actors who adopt measures and policies to improve the representation of women in their decision-making processes 2021 Target: 0 2021 Result : 0	This year's interventions were limited to awareness raising and capacity building to equip women politicians to engage in an advocacy process with political leaders and government decision makers. Authorization for this deviation was previously granted. In all, 4 modules were delivered: i) Democratic principles, ii) Good governance and women's political participation, iii) Civil and political rights and iv) Positive masculinity in the 5 provinces of intervention targeting 30 participants each.



4. Colombia

The violation of women's rights worsened with the arrival of the pandemic in Colombia and they are still at serious risk. During the last two years, the rate of gender-based violence, unemployment and the number of hours dedicated by women to unpaid care increased, limiting their time for association, politics and training.

Regarding women's political participation, it was expected that in light of the 2022 national elections the Constitutional Court would have approved the new Electoral Code in time. Unfortunately this is not yet the case.

The contextual changes described earlier opened windows of opportunity for NIMD Colombia's work during 2021:

1. The absence of parity encouraged NIMD to work with political parties and movements through the GRIP methodology and in the development of gender-sensitive seminars.
2. In particular, the election of the Youth Councils in 2021 allowed NIMD to train candidates for these popularly elected youth corporations, broadening the scope of its democracy education strategy beyond Democracy Schools. In addition, it consolidated its relationship with the Ministry of the Interior and other actors such as governors' and mayors' offices.
3. The Congressional Elections campaign began in 2021, this allowed NIMD to start the implementation of the Mentoring & Networking program for women and youth candidacies for the House of Representatives.

Achievements 2021:

Intermediate Result	Intermediate indicator and target 2021	Description of results
Long term outcome 1 Women are represented in decision-making roles for peacebuilding		
1.3. Women increase their capabilities and abilities to partake in politics	# Of women (aspiring) leaders trained 2021 Target: 150 2021 Result: 893	893 women politicians and civic leaders participated in the different training processes to strengthen their knowledge, skills and democratic capacities to participate in politics: <ul style="list-style-type: none"> • NIMD Colombia developed 8 Democracy Schools under its "Innovation and Leadership Dialogue School" model in the departments of La Guajira, Cesar, Córdoba, Cauca, Tolima, Caquetá and Valle del Cauca. 257 Women participated in these processes, including 82 young women. • With the Partido de la U (center-right), NIMD carried out the Virtual School of Leadership for Trust, in which 29 women leaders and pre-candidates were trained in topics such as adaptive and collective leadership, open government and opposition statute. With the Polo Democrático Alternativo (left), NIMD implemented the "Escuela de Emancipación Política de las Mujeres", in which 11 women were trained in topics such as the Colombian electoral system, parity and violence against women in politics. With Cambio Radical (center-right), NIMD developed an intensive seminar on Violence Against Women in Politics, in which 73 women and 5 men participated. • Trainings to other relevant actors: NIMD Colombia in alliance with Ministry of Interior and Occupy Politics and the Colombian Reintegration Agency trained 425 women, of which 222 were young women.



	<p># Of democracy schools graduates</p> <p>2021 Target: 72 2021 Result: 238</p>	<p>238 women via trainings:</p> <ul style="list-style-type: none"> • Democracy School: 129 women received graduation certificates from schools in Cesar, Cordoba, La Guajira. • School for political parties: 11 women of the Alternative Democratic Pole Party received graduation certificate in 2021. • In conjunction with the Governor's Office of Valle del Cauca, the "School of Political Participation and Advocacy. Entre Todas, Mujeres Invencibles", from which 18 young women between the ages of 14 and 28 graduated. Four of them ran for the Municipal Youth Councils and one of them was elected.
1.2 Women nominate themselves for decision-making positions.	<p># Of women who partake in NIMD trainings that are willing to candidate themselves for decision-making positions</p> <p>2021 Target: 8 2021 Result: 50</p>	<p>During 2021, 50 women who completed the training cycles expressed their interest in running for elected office: 13 for the Senate of the Republic, 7 for the House of Representatives, 2 for Mayor, 3 for Departmental Assemblies, 14 for Municipal Councils, 7 for Municipal Youth Councils and 4 for Local Action Boards.</p>
2.3 Political actors assess their status on gender-equality	<p># Political actors trained</p> <p>2021 Target: 2 2021 Result: 12</p>	<p>12 institutional political actors trained.</p> <p>In 2021 NIMD Colombia initiated the development of the methodology "Roadmap for Inclusive Political Parties - GRIP" with the Partido de la U and the Partido Liberal (2 political parties). Within the framework of this methodology, progress was made in the implementation of step 1: preparing the way, through the execution of a cycle of gender-sensitive seminars for each party, on topics related to parity, violence against women in politics, inclusive language and what is gender?</p> <p>During 2021, NIMD Colombia, in alliance with the Legal Commission for Women's Equity of the Congress of the Republic, began its strategy to strengthen and create the Legal Commissions for Women's Equity in the municipal councils of the Departments of Cesar, Cordoba, La Guajira and Atlántico.</p>
2.2 Political actors develop internal gender-equality regulations	<p># Political actors who adopt internal measures and/or policies to enhance representation of women in their decision-making</p> <p>2021 Target: 1 2021 Result: 2</p>	<p>2 institutional political actors adopted internal measures to ensure gender equity.</p> <p>The Liberal Party and the Partido de la U began the implementation of the Roadmap for Inclusive Political Parties (GRIP). Both parties updated their MoU with NIMD and signed a letter of commitment to develop a roadmap.</p>
2.1 Political actors implement internal gender-equality regulations.	<p># Political actors who implement internal measures and/or policies to enhance representation of women in their decision-making</p> <p>2021 Target: 1 2021 Result: 1</p>	<p>The Partido de la U requested technical assistance from NIMD Colombia to update its statutes. NIMD made recommendations to incorporate measures in favor of the political participation of women and the LGBTI population.</p>



Longterm outcome 2 Supportive policy environment for women’s representation and participation in peacebuilding		
3.3 Political actors have a safe space for discussing gender-equality issues	# Interparty dialogue meetings 2021 Target: 5 2021 Result: 9	During 2021, NIMD Colombia, in partnership with the Ministry of the Interior and the District Secretariat for Women, carried out 9 multiparty dialogue spaces: <ul style="list-style-type: none"> • 1 Multiparty Women's Roundtable at the national level • 3 Multiparty Women's Roundtables at the regional level (1 in the city of Medellín, Antioquia, and in 2the city of Popayán, Cauca). • 3: Multiparty Women's Roundtables at the district level in Bogotá • 2 District meetings of Edilesas in the city of Bogota. <p>The themes of these meetings were parity and violence against women in politics.</p>
	# Of political actors participating in dialogue platforms (disaggregated by type) 2021 Target: 47 2021 Result: 47	In the 9 dialogue spaces developed by NIMD, the following participated: 15 national political parties 18 local political parties 14 subnational political bodies
4.2 Women CSOs/Feminist movements develop joint gender-equality agenda	# Studies for evidence-based L&A disseminated to political actors 2021 Target: 1 2021 Result: 1	NIMD Colombia, within the framework of the global actions of the L4P Consortium, prepared the <i>paper</i> "Political participation of women in Colombia: advocacy actions from NIMD Colombia's programs". The purpose of the paper was to make visible the contribution of women to the consolidation of the peace agenda, as well as the current challenges and risks they face in their communities.

5. Myanmar

Women CSOs have been instrumental to strengthening democratic space in Myanmar. The security forces’ tactics have however, become increasingly gendered, with women being violently abused during arrest and in detention. This has resulted in many Women Human Rights Defenders (WHRD) fleeing the country or going into hiding.

Due to this armed conflict in most parts of the country, the planned project activities could not be implemented as foreseen. Instead both organisations were forced to adapt their operations and review programming. NIMD Myanmar and GEN are now continuing their work from Thailand, as they rejected any form of cooperation with undemocratic military leaders or junta-appointed electoral commission. Furthermore, the coup and consequently the difficulties to make transfers to local CSOs have severely challenged the operations of local women’s CSOs.

Although programmatic interventions could not take place as initially planned, critical preparation activities—including the assessment of safety and security measures that need to be taken to communicate with targeted actors and determining risks and effective mitigation measures were undertaken in parallel to the scoping mission. GEN and NIMD Myanmar are in regular contact to exchange on operational and programmatic developments. NIMD has also regular exchanges with different stakeholders such as DEMO Finland, the ‘Breed Mensen Rechtenoverleg’ and fellow member organisations of the European Partnership for Democracy on the situation in Myanmar and the support to local organizations.



Achievements in 2021:

Intermediate Outcome	Intermediate Indicator & Target 2021	Description of results
Outcome 1 Women are represented in decision-making roles for peacebuilding		
1.1 Peace ambassadors collaborate to jointly identify challenges and priorities for women’s meaningful participation in formal peace structures	# agreements reached as a result of dialogue platform meeting 2021 Target – 0 Result: 0	Capacity building of female peace ambassadors did not take place as planned. Developments of political dynamics between key actors in the target region of Shan state are being closely and consistently assessed through (gender sensitive) political economy analyses and via contacts with local actors on the ground. GEN and NIMD Myanmar contributed to the development of the Myanmar Country Paper on Pillars for Peace. The two national papers captured previous good practices and lessons learnt on women involvement in peace processes, conflict resolution and mediation in Myanmar. This paper will serve as a good foundation/document for ongoing advocacy efforts.
1.2 Network of peace ambassadors are established and functional	# Multistakeholder dialogue/platform meetings 2021 Target: 0 2021 Result: 0	A network of peace ambassadors could not be established in 2021. Due to the fluency of the security situation, GEN carried out a risk analysis among its members to get a solid grasp of the political situations and possible strategies to mitigate the risks faced by WHRDs in the communities. NIMD Myanmar mapped out their existing alumni networks and other CSO networks (in and outside the country) that were continuing to support peace processes as well as women political leaders, including the Shan State Women’s Political Caucus.
1.3 Peace ambassadors are able to aggregate and voice grassroots interests to represent these in the formal peace process	# women (aspiring) leaders trained 2021 Target: 0 2021 Result: 0	Women peace ambassadors could not be identified and trained in 2021. To formulate the best ways to carry out this initiative in post-coup setting, GEN assessed current political risks and to seek modes of risk mitigation for staff and its members of the network. The report explores consensus and standpoint of GEN’s members in the current situation, and identified priority initiatives of GEN in upcoming years.
1.4 Network of women peace ambassadors advocate jointly for women nomination and participation in the formal peace process at various levels.	# of advocacy initiatives carried out by political actors 2021 Target: 0 2021 Result: 0	This activity did not take place in 2021. GEN as a network carried out joint advocacy efforts to return to democracy and for women’s nomination and participation in that process. In the first quarter of 2021 those statements were still published online https://www.genmyanmar.org/ later on they were often behind closed doors, bilateral and moved to the international level.
Outcome 2 Supportive policy environment for women’s representation and participation in peacebuilding		
2.1 CSOs are willing to collaborate, coordinate and participate in joint lobby and advocacy activities	# of Women-led CSOs included in the programme activities 2021 Target: 0 2021 Result: 4	CSOs, especially Women CSOs, have been actively engaged in opposing the coup and have come up with new strategies and innovation on how to work in the face of an oppressive and hostile regime. Women activists, advocates and human rights defenders (for instance, WAC-Myanmar) and GEN secretariat have continuously been working towards reinstating democratic principles and have engaged in international advocacy and



		lobbying for women rights related issues. An example of such a joint effort: https://justassociates.org/myanmar-we-demand-an-end-to-the-violence-and-immediate-release-of-women-human-rights-defenders/
2.2 CSOs to collaborate on a joint advocacy agenda on gender sensitive policies, procedures and practices in formal peace structures.	# multi-stakeholder dialogue meetings 2021 Target: 0 2021 Result: 0	Same reasons as above.
2.3 CSOs to lobby with peace process leadership for increased meaningful participation of women in the State and Regional Dialogues	# of regional advocacy initiatives carried out by CSOs 2021 Target: 0 2021 Result: 0	This activity did not take place at project level. However, the current revolution is a “blessing in disguise” as almost all local CSOs and women human rights defenders have achieved unity and engage in joint advocacy at regional and global levels to fight against the military rule and support the National Union Government, a government in exile, formed by the elected lawmakers and members of the parliament ousted in the 2021 coup.
2.4 International L&A to restore democracy and human rights in Myanmar and to revisit national policy and legislation for women’s meaningful participation in the peace process that channels and reinforces international treaties and legislation signed by the Myanmar government (CEDAW, 1325, MSDG)	# of international advocacy initiatives carried out by CSOs 2021 Target: 0 2021 Result: 1	GEN has been actively engaged in lobbying and advocacy to restore democracy and human rights in Myanmar. CSOs, both in-country and those who had to flee to work in exile, have been collaborating and coordinating in resisting the military rule and engaged actively in promoting federal democracy. The formation of the Women Advocacy Coalition-WAC and its active engagement with international community, specifically the United Nations agencies, UN Committees such as CEDAW and UPR, European Union, Special Advocacy Council for Myanmar (SAC-M), etc. SAC-M was formed after the military coup in February 2021, to provide an international platform for the democratic movement in Myanmar, to ensure their voices are heard by key decisionmakers. GEN Director, May Sabe Phyu participated in 19 International Advocacy Events in 2021. Furthermore, GEN was quoted in several articles in international news outlets: https://www.opendemocracy.net/en/5050/were-unstoppable-meet-the-women-leading-myanmars-protests/



6. International Lobby & Advocacy

6.1 Context for L&A

The '[Pillars for Peace](#)' paper was written with the purpose of exploring this topic by showcasing the work of the LEAP4Peace Consortium on women's meaningful participation in peace processes. The paper is based on country-specific case studies and papers submitted by all consortium members and it serves as a first step to map existing experiences of women peacebuilders, politicians, human rights defenders and activists. For the launching of the paper, NIMD organized a virtual event in collaboration with Gender Action for Peace and Security (GAPS). The virtual event took place via Zoom on December 1st 2021 on a co-chaired two panel format that included several speakers from country offices, partner organizations & international organizations amongst others, and more than 80 attendees. During the course of the LEAP4Peace programme, the consortium will aim to build on this expertise.

Additionally, the paper aims to be used both at a national and international level to raise awareness of the current barriers for women in peace building and conflict resolution, to provide best practices to national and international organizations to be incorporated in their programmes and to further the advancement of the UN Security Council Resolution 1325.

6.2 GAPS Programme 2021

GAPS role in the LEAP4Peace Consortium is to lead on producing global knowledge products as well as global lobbying & advocacy work that consortium members can use to engage with their targeted actors and support their activities. GAPS activities therefore contribute to the long-term outcome 2 through Pathway 4. The results that GAPS aims to produce are to increase advocacy capacity and lobbying skills in CSOs, including but not exclusively LEAP4Peace Consortium members.

In 2021, GAPS's co-led the development of the global knowledge product and supported the country partners in developing their own paper.

Achievements in 2021 :

Intermediate Outcome	Intermediate Indicator & Target 2021	Description of results
Outcome 2 Supportive policy environment for women's representation and participation in peacebuilding		
2.1 Supportive policy environment for women's representation and participation in peacebuilding	# national and international L&A recommendations adopted 2021 Target: 0 2021 Result: 0	The work we have done in 2021 is supportive towards achieving this outcome by developing a knowledge product that contains recommendations for women's representation and participation in peacebuilding.



2.2 International L&A for supportive national policy environments	# of international advocacy initiatives carried out by CSOs 2021 Target: 1 2021 Result: 2	Two virtual panel events were held on 1 st December to launch the global knowledge product. The new paper was presented and panellists from a range of backgrounds shared their experiences on the topic. Over the two events we have attendance from government officials from at least four countries, and at least three UN departments. Despite earlier concerns that this would split the audience and reduce the number of attendees, both events drew in many viewers and the events had different content and speakers.
2.3 International L&A for supportive national policy environments	# studies for evidence-based L&A disseminated to political actors 2021 Target: 1 2021 Result: 1	The GAPS team produced one paper as part of the global knowledge product. This was disseminated through two virtual online launch events. The paper was then disseminated over email by GAPS, NIMD and other Consortium partners to their contacts including government officials and politicians.
2.4 CSOs effectively lobby for policy change and implementation	# of other CSOs with increased L&A capacities 2021 Target: 6 2021 Result: 7	In the development of the global knowledge product, seven countries contributed case studies and examples from their work that was ultimately collated into the global paper. Therefore, all seven country partners now have this paper to use as a tool in their lobbying and advocacy, drawing out the international linkages and recommendations.
2.5 CSOs effectively lobby for policy change and implementation	# of other CSOs included in the programme activities 2021 Target: 8 2021 Result: 41	This target was referring to engagement with organizations, including through our paper dissemination. The paper was also shared over email with many key stakeholders but a figure for hasn't been recorded in measurement of the target. Representatives of at least forty-one civil society organizations attended the two launch events, in addition to representatives from at least three academic institutions and representatives from at least seven multilateral or Government departments. This target may need to be changed in the future to reflect the results that we had in 2021.

6.3 NIMD Programme 2021

International lobby and advocacy for LEAP4Peace is supported NIMD The Hague.

NIMD The Hague invested in developing its own specific annual plan and indicators for outcome 2 and managed to support several intermediary outcomes.

Achievements 2021:



Intermediate Outcome	Intermediate Indicator & Target 2021	Description of results
Outcome 2 Supportive policy environment for women's representation and participation in peacebuilding		
2.1 Supportive policy environment for women's representation and participation in peacebuilding	# national and international L&A recommendations adopted 2021 Target: 0 2021 Result: 0	NA
2.2 International L&A for supportive national policy environments	# of international advocacy initiatives carried out by CSOs 2021 Target: - 2021 Result: 2	The LEAP4Peace website was launched as one of the channels to share our messages. On December 3rd, we co-organized two Pillars for Peace events with different panelists, we had 80 viewers in total. The report was shared among WO=MEN NAP 1325 members.
	# of multi stakeholder dialogue at NL or EU level 2021 Target: - 2021 Result: 2	On 10 March, NIMD held an online event on gender equality and women's rights, together with the Gender More Parties Initiative (Gender MPI) and WO=MEN – Dutch Gender Platform . Together, we discussed how the Netherlands should work towards gender equality and women's rights. https://nimd.org/dutch-elections-candidates-commit-to-work-towards-womens-political-representation/ Last November, our Latin America offices, the Strategic Relationship Manager and the Consortium Coordinator had a meeting with Charlotte Isaksson from the EU/EEAS to share how NIMD contributes to EU Gender Action Plan III, including the topic of WPS.
2.3 CSOs effectively monitor and lobby for policy change and implementation	# of studies for evidence-based L&A disseminated to political actors 2021 Target: - 2021 Result: 1	On December 3 rd , NIMD and GAPS also launched the Paper via their networks. NIMD and GAPS led the development of this paper that examines the roles that women and women's rights and women-led civil society organizations have played in peace and democratic processes in the partner countries (Burundi, Colombia and Myanmar) and in other NIMD programmes (El Salvador, Guatemala, Honduras and Uganda). Each country has developed their own paper based on desk-based research, analysis and experience of working on women's participation.

7. Consortium

7.1 Partnership



Consortium coordination

The LEAP4Peace Secretariat is based with NIMD in The Hague, and consists of the Consortium coordinator, financial and PME staff members that work on behalf of, and for the Consortium. It is responsible for contract management (including PME efforts), providing programmatic guidance and compiling and reviewing (multi-) annual plans, budgets and reports.

The first half of 2021 focused mainly on onboarding the members of the Consortium, setting up the administrative and financial arrangements for the Consortium as a whole as well as for the individual partners and reviewing the annual plans for 2021.

Working from home was also the norm in The Netherlands in 2021 and travelling abroad was discouraged. Since the start of the programme therefore, the Consortium Coordinator organized several online meetings so staff from the different members would get to know their peers, as well as the type of work the other organizations are carrying out in relation to WPS and the contexts in which they operate.

In 2021, unfortunately no physical joint launch event could take place, and all consortium meeting were held online. Also the 3 Steering Committee meetings were held online. During the first meeting, the Operating Guidance note was approved. In the second meeting, the Committee gave their feedback on the L4P logo, communication strategy and style guide. The NIMD TH communication officers have designed the logo and the related communication products and templates. The Steering Committee decided to emphasize the purpose of the Consortium rather than the individual members. During the 3rd meeting we addressed the expenditure until October and Steering Committee members gave their initial feedback on the proposed draft process to reallocate under expenditure.

Southern leadership

To ensure southern leadership and an equal voice and vote of the members, the Consortium developed and agreed to an Operating Guidance note. In that note, we agreed that the coordination of and decision making in the Partnership and Programme shall be done at three levels:

- Steering Committee: Although formally represented by NIMD in this Consortium, NIMD Colombia and NIMD Myanmar form an integral part of the Steering Committee. NIMD Colombia and Myanmar receive in terms of voting the observer status during the Steering Committee meetings: meaning altogether, NIMD Headquarters, NIMD Colombia and NIMD Myanmar have only one vote.
- Secretariat consisting of the consortium coordinator, the finance officer, the PME advisor, the grants support officer and the ProjectConnect officer (project system support).
- In-country consultation mechanism for Myanmar between GEN and NIMD Myanmar.

Increasing Consortium visibility

From the start of the programme, the Consortium Partners wanted to make their partnership visible in their external communication. The Secretariat thereafter presented several prototype logos to the Steering Committee after which they selected the final one used also for this report. Due to the security situation and a suspicion against foreign NGOs in some countries, the Consortium decided to emphasize the joint goal of the Consortium in the logo, and developed a communications manual. The Secretariat provided training to the different members on the use of the manual.

The communication objectives of the Consortium are to:

1. Inform the stakeholders that NIMD, BLTP, GEN, GAPS and the MFA are strategic partners and have formed the LEAP4Peace Consortium.



2. Give visibility to the work and achievements of the Consortium Partners (both joint and individual achievements).
3. Raise awareness and support for the role of women in politics.

7.2 Partnership with the Ministry and Embassies

The Consortium values a good and open relation with the MFA in The Hague by meeting regularly on the progress of the programme as well as the on operational challenges or risks should they arise from the context or from within the consortium. Therefore NIMD The Hague has been in regular contact with the Ministry in 2021, on the overall progress of the program, the situation in Myanmar and the implication for our partners and an update on the situation in Burundi following the program manager's latest trip to Burundi.

For **Myanmar**, regular online meetings are taking place with the embassy to discuss the political context in Myanmar, and our programme direction including the progress and development of our activities.

In **Burundi**, the NIMD representative, the NIMD strategic and political advisor and the BLTP coordinator have exchanged on a regular basis with the Embassy discussing progress and plans of LEAP4Peace, as well as on coordinating synergies and complementarity between LEAP4Peace and other Dutch funded projects in Burundi. NIMD moreover hosts the Burundi platform, in which Dutch NGO's working in Burundi have exchanged with the Dutch MFA and the embassy on key developments a number of times in 2021. There is a framework for exchange between BLTP, Initiative et changement Burundi (ICB) and CNAP (BIC framework). The Dutch Embassy and Swiss Cooperation participate regularly in the meetings of this framework.

In **Colombia**, coordination and progress update talks between NIMD Colombia and the Dutch Embassy have taken place on a number of occasions in 2021. The NIMD Country Director has met with the political advisor as well as with the Head of Development cooperation to exchange about LEAP4Peace, its place within the Colombian context, and the synergy with other Dutch funded projects in Colombia. From NIMD Global, a number of thematic exchanges between Dutch NGO's and the Dutch Ambassador and his team have been held around key moments in Colombian politics in 2021, such as the large scale protests, to discuss opportunities and risks as well as to coordinate the Dutch NGO and diplomatic efforts in Colombia.

Contributions to Dutch NAP and in country

NIMD The Hague contributed in various ways and occasions to Dutch NAP 1325 efforts:

- Last April NIMD submitted its 2020 NAP 1325 report, detailing how NIMD contributed to the commitments it made under the Dutch NAP 1325 III plan.
- NIMD nominated itself for the Civil Society NAP 1325 IV Oversight Board. Unfortunately, 2 other civil society organizations were selected.
- On the invitation of WO=MEN as part of the NAP 1325 IV group, the Consortium Coordinator presented the Consortium and its objectives during the NAP 1325 Signatory Event last June.
- The Consortium Coordinator represented NIMD during a meeting organized by WO=MEN, together with the Ministry, to obtain input to argue for the development of a feminist foreign policy approach.
- NIMD renewed its pledge to contribute to Dutch NAP 1325 IV plans.
- The Consortium Coordinator is part of the NAP 1325 Colombia working group. In 2022, a representative from the Colombia office will also participate in this group.

GAPS continues to engage with the UK Government on their current National Action Plan on Women, Peace and Security (WPS NAP), holding regular meetings with them to discuss progress and follow up on actions.



Furthermore, GAPS launched [the shadow report](#) at the All-Party Parliamentary Group on Women, Peace and Security report to parliament event in April with oral contributions from a Foreign Minister and a Defence Minister.

BLTP contributed to two objectives of the 2016-2021 NAP 1325 in Burundi via:

- Objective 2: Promote the equitable and effective participation of women and girls in elective and non-elective positions at all levels and in all sectors of national life. BLTP organized a workshop to sensitize national leaders of political parties on the development of a program that integrates gender aspects in a transversal manner.
- Objective 6: Promote a change in mentalities, norms, beliefs and attitudes, in favor of more egalitarian gender relations and favorable to the eradication of conflicts and gender-based violence. Exchange-debates on the role of women involved in politics in the country and in households and prejudices on women's political participation were organized in the five intervention provinces of Gitega, Ngozi, Cibitoke, Makamba and Ruyigi.

7.3 Knowledge & Learning

Good practices and lessons learned

The key challenges and lessons learned that were mentioned in the 2022 annual plan remain valid while additional lessons have been learned:

- 1) *Online advocacy*: While we had known that many spaces for engagement would be virtual, preparation and knowledge unfortunately cannot replace in-person engagement: the informal and unplanned conversations and visibility that comes with it. Ministers and high-level officials who would have usually spoken at these events, and would have noticed the LEAP4Peace Consortium (even as attendees when asking questions and engaging), now do not even attend. When officials do attend, as event panellists or otherwise, there remains an inherent formality and conversation is not easy over online platforms. This has severely restricted access to decision makers and our ability to meaningfully disseminate the 2021 knowledge product, one of our final activities in the annual plan.

GEN is a member-based network, hence, it can be difficult to get consensus among its diverse group of members and their interests. GEN did an extensive risk and SWOT analysis to get a better understanding of what their members want. One of the recommendations is that gender and women's rights related regional and international advocacy must be priority for GEN in close coordination and collaboration with GEN members.

- 2) *Digital technology*: GEN noted that working with digital technology and mobile technology was somewhat challenging as many WHRDs, CSOs and activists are in remote areas where internet and mobile access are limited. Notwithstanding, GEN has successfully organized online trainings, Steering Committee meetings, monthly member meetings, interactive talk shows and social media campaigns as well as using other forms of media to reach out to the public and all targeted audience. GEN has also engaged in many online meetings with donors and other stakeholders including NUG and NUCC at national, regional and global levels.

NIMD Colombia shares the challenge GEN highlighted and therefore established a mix of online and offline training spaces for political, social and communal women; from face-to-face democracy training schools to the use of virtual channels such as Google Classroom, Facebook, WhatsApp for Political Empowerment schools and gender sensitive seminars.



Progress on the learning plan

In terms of the thematic learning agenda, the Consortium members jointly indicated their preference for mapping their experiences on women inclusion in peace building, conflict resolution and related political processes as theme for the first global knowledge report. Furthermore, the Secretariat shared relevant studies and conclusions with Consortium Members throughout the year. It also provided financial support for the English translation of the NIMD Guatemala study 'Violence against Women in Politics', following their contribution to the global LEAP4Peace Knowledge product.

Last September, the Consortium determined its long term programmatic learning questions:

1. To what extent and how are the Consortium, partner networks and local civil society organizations effective enablers of change?
2. To what extent and how are aspiring women political and civic leaders becoming influential actors of change?
3. To what extent and how are political and civic actors collaborating peacefully on the basis of trust for the support of women's political participation and in peace processes?

In the first quarter of 2022, we will develop a plan on how to operationalize these questions.

Consortium capacity building

During the programme inception phase broad PMEL support was provided to the Consortium to ensure a timely development of the planned deliverables, including the updated country specific Theory of Change (ToC), the Actor-based Pathways of Change (ABPoC), the review of the indicator framework, the outcome harvest (OH) for the first half of 2021, as well as the baseline study. In order to improve the quality of these programme deliverables, the PMEL team in The Hague has delivered and facilitated two cycles of online trainings, totalling nine live sessions for all in-country LEAP4Peace programme staff and M&E focal points. Interpretation in French and Spanish was made available during the training itself, as well as translations of the training materials, templates and formats. All documentation and materials were also made available on the Knowledge Hub, to be accessed by the Consortium members.

In addition to the trainings, five open Q&A sessions on the inception phase deliverables were held in July. On top of that, each country team has participated in at least one 1-on-1 online support session with PMEL team. Subsequently the PMEL team provided extensive feedback on each of the inception phase deliverables before final versions were successfully submitted to the MoFA.

In addition, NIMD launched its new project and grants management system for its staff and partners: Project Connect. Several online trainings were complemented with online one-on-one coaching, to get staff and the partners acquainted with Project Connect.

Knowledge transfer

The Consortium Coordinator and two staff from NIMD Colombia participated in an online introduction training *Women, Peace and Security*, organized by *Apolitical*. The Secretariat stimulates knowledge sharing with evidence based interventions, realistic planning (activities and financial resources), and facilitating adaptive programming by organising dialogue and assessments of plans and reports as well as PME tools .



The Secretariat also shared reports and conclusions from relevant studies to confirm or encourage partners to improve or question their interventions, and not to rely on consultants, particularly for PME activities. This way knowledge and insights are internalised and contribute to knowledge building and capturing within the organisations of the Members.

Sustainability

To ensure the sustainability of the project, at the community level, the BLTP has combined its interventions with empowerment activities for women involved in politics to fight female poverty and provide for their needs. These women have organized themselves into savings and credit solidarity groups using the NAWA NUZE (You too come) approach initiated and tested by CARE International. Indeed, BLTP has established a partnership with the Ministry of Human Rights, Solidarity and Gender, which has already adopted this approach and developed it throughout the country.

During 2021 NIMD Colombia led the Observatory on Violence against Women in Politics, which includes governmental and international¹² cooperation organizations. One of the most important achievements of this space was its positioning as a fundamental tool of the Presidential Advisor's Office for Women to address gender-based political violence.

By way of national ownership, the BLTP has involved from the beginning of the implementation of the project representatives of the administration at the communal and provincial levels, the Ministry in charge of gender and national elected officials in order to involve them in the advocacy process to achieve sustainable changes. This is in addition to the collaboration agreement that the BLTP already has with the Ministry of the Interior, which is in charge of managing political parties, to facilitate its field activities.

The project has also involved local partners such as the National Women's Forum and the most influential local association collectives in each province. Follow-up activities to consolidate the achievements of the first year will be planned, including coaching on the management of its solidarity groups.

8. Financial overview

The total expenditure for the 1 January to 31 December 2021 amounted to €827,282 from the initially planned budget of €987,208. This represents 84% expenditure with the 16% in under-expenditure being in figures €159,926.

Two underlying factors contributed to this under-expenditure, the first to a minor extent being the Covid-19 pandemic, however the second and main influence on the under-expenditure was the coup in Myanmar which had dramatic effects on ability to conduct operations in within Myanmar. One of the Leap4Peace offices, the NIMD Myanmar office, had to initially halt activities and formally closed the office in Myanmar at the end of August 2021. At present, NIMD Myanmar is in the process of relocating to Thailand whilst continuing its operations. GEN is managing to continue to be

¹² The allies that are part of the Technical Committee of the Observatory on Violence against Women in Politics are: Consejería Presidencial para la Equidad de la Mujer, Ministerio del Interior, Consejo Nacional Electoral, UN Women Colombia, Mapp OAS, NDI, Transparencia por Colombia, Secretaría Distrital de la Mujer and Misión de Observación Electoral. The Technical Roundtable is led by NIMD Colombia.



coup in Myanmar which had dramatic effects on our ability to conduct operations in Myanmar. One of the Leap4Peace offices, the NIMD Myanmar office, had to initially halt activities and formally closed the office in Myanmar at the end of August 2021. At present, NIMD Myanmar is in the process of registering an office in Thailand whilst continuing its operations. GEN is managing to continue its activities however with reduced operational capability.

These two Myanmar based LEAP4Peace programs each had an individual planned budget of €100,000 for 2021 (€200,000 combined total). The Myanmar Gender Equality Network (GEN) reported an under-expenditure of €66,282 whilst NIMD Myanmar had a larger under-expenditure of €83,607.

The combined total under-expenditure solely for the Myanmar 2021 component of the Leap4Peace project is therefore €149,889 which alone is roughly 94% of the entire full global project 2021 under-expenditure of €159,926.

Summary per budget line

Although the under-expenditure is quite clearly influenced by the Myanmar coup; within the individual budget lines of the overall project there are in certain areas some over-expenditure, which is being compensated by under-expenditure on other budget lines. A step by step explanation of these individual budget lines now follows:

		Original Budget 2021	Actuals 2021	
I.	Direct staff costs			
A.	Staff costs	€ 181,714	€ 224,543	124%
B.	Local staff costs	€ 210,580	€ 141,464	67%
C.	Consultants/advisors	€ -	€ -	0%
	Sub Total - Direct staff costs	€ 392,293	€ 366,007	93%
II.	Other direct programme costs			
A.	Activity costs	€ 315,603	€ 191,745	61%
B.	Consortium partner costs	€ 115,408	€ 121,999	106%
C.	Activity-related travel costs	€ 10,000	€ -	0%
D.	Project office costs	€ 51,928	€ 36,962	71%
E.	Equipment and investment costs	€ 4,523	€ 6,899	153%
F.1	Staff	€ 17,460	€ 24,567	141%
F.2	Activities	€ 15,000	€ 9,651	64%
F.	Monitoring, evaluation, auditing	€ 32,460	€ 34,218	105%
	Sub Total - Other direct programme costs	€ 529,923	€ 391,824	74%
III.	Overheads / indirect costs			
A.	Cost of support staff	€ 64,992	€ 69,452	107%
B.	Not directly allocable admin costs	€ -	€ -	0%
C.	Other not directly allocable costs	€ -	€ -	0%
	Sub Total - Overheads / indirect costs	€ 64,992	€ 69,452	107%
	Total	€ 987,208	€ 827,282	84%

Table I : L4P 2021 Actuals against original Budget, Over and Under expenditure displayed as a percentage



I.A Staff costs: Staff costs were higher than expected at **€224,543** against the predicted budget of €181,714. This is the only significant over-expenditure in the 2021 L4P financial report at 124%. Although this **€224,543** total includes some costs from Consortium Partners (e.g. GAPS in the UK), the main contributor to this was the additional attention given to the L4P project from staff based within NIMD The Hague, mainly in the form of Communications, Program Advisors and Fundraising Relations Advisors.

I.B Local staff costs: Local staff costs were low at 67% of the budget, being a total expense of **€141,464** against the budget of €210,580. An under-expenditure was seen across all countries, for example Burundi had 74% expenditure and Colombia had almost 90%. However, due to the coup in Myanmar which caused the reduction of activities, then temporary closure and relocation of the NIMD Myanmar office, only 42% of the 2021 local staff salary budget was expended for Myanmar overall. Myanmar GEN only expended 49% of their Local Staff Costs budget and NIMD Myanmar only utilized roughly slightly over a third, (35%), of their available budget.

IIA. Activity costs: Activity costs were low, again being significantly influenced by the reduction and eventual temporary cessation of activities in Myanmar, in particular the need to close the NIMD Myanmar office in Myanmar in late August 2021 as a result of the 1 February coup. Although there was gradual draw down of activities after the coup the NIMD Myanmar office formally closes at the end of August 2021. NIMD Myanmar however used this time to start preparations for setting up operations from Thailand and initially had staff conducting scoping activities from late Q2 2021 and active on the ground scoping missions in Thailand from Q3 2021.

The global annual 2021 budget was €315,603 of which expenditures reached **€191,745** which is 61%. Significantly, NIMD Myanmar had a budget of €55,102 of which expenditure was zero, no formal project activities were possible to be conducted by NIMD Myanmar. The partner organisation in Myanmar which remained in operation throughout the year, GEN, had an expected budget of €50,298 of which only €11,032 was utilized, this is roughly 22% of GEN's Activity Costs budget.

BLTP has been very active in Burundi despite the Covid pandemic and utilized their full budget plus an extra fifth for a full total of 121%. This was due to several training activities initially planned for 2022 were bought forward to 2021 and this total Activity Costs expenditure further being influenced with some of the sizes of these training groups being slightly increased.

NIMD Colombia was not able to conduct activities in the early stages of the year due to the Covid pandemic, but managed to compensate and conduct some additional activities in the second half of the year. Their total expenses came to approximately 66% of their budget.

IIB. Consortium partner costs: Consortium partner costs consist of support staff from The Hague, in particular Finance Staff, Monitoring and Evaluation, Team Leaders and Managerial oversight. This line item came in close to expectations at **€121,999** against the budget of €115,408. This represents 106% in expenditure.

IIC. Activity-related travel costs: The budget for this is modest at just €10,000. However, due to the Covid-19 Pandemic throughout 2021 the budget was not utilized. No travel occurred with expenses therefore being **€0.00**. This situation has recently changed in the second quarter of 2022 where staff are again commencing to travel, both domestically within countries and internationally.

IID. Project office costs: As with most other line items in the financial report, a slight under-expenditure is seen in Colombia (78%) and Burundi (94%) with the main under-expenditure contributing factor coming from Myanmar, Myanmar GEN being 26% and Myanmar NIMD Myanmar being 60% of their project office budgets.

The total project office costs in 2021 were **€36,962** which is 71% of the 2021 full budget of €51,928.



In general office costs were low because of the overwhelming amount of time staff spent working from home in 2021. Stationary costs were in particular low. Some offices reduced their costs by requesting rental fee reductions and utilizing less office space. Colombia for example now has less office desks than staff and continues to work on a rotational 'hot desk' swapping basis with staff always continuing to work from home on a rotational basis.

IIE. Equipment and investment costs: This line item appears high at first glance, being over-budget to the percentage of 153%. However with a budget of €4,523 and expenses at **€6,899** the actual over-expenditure is just €2,376. When compared to the overall annual budget, this over-expenditure represents less than a quarter percent. Burundi and Colombia made the most use of these equipment and office investment funds (77% in total). In Myanmar, only the very minimal amount of just €12 in total was used, this being a minor top up of their phone system. From the Global office, a small portion of roughly 23% was used in the UK for a Laptop.

IIF. Monitoring, Evaluation and Auditing: Monitoring, Evaluation and Auditing came in at the end of 2021 close to being on budget with a slight over-expenditure. The budget was for €32,460 and the expenses at 105% came to **€34,218**. The split between Staff Time and Activities overall was Staff 72% and Activities 28%. The staff contributions originate from the Programmes & Knowledge Team whilst the 28% Activities originated from Consultancies and External Auditors.

IIIA. Cost of support staff: The cost of support staff is roughly on budget. This is comprised of various non direct project technical support staff who have contributed their expertise to the project within the 2021 calendar period. The original budget for this support was €64,992 however the actual expenses were calculated at **€69,452** which represents 107% in expenditure. With the rollout of the new global project management system, called Project Connect, significant additional support that was not originally anticipated was provided by the Quality & Systems management team. As this involved initial training and introductory sessions of the new Project Connect management system to all countries it is expected the need for this support will reduce in 2022 as well as for the remainder of the L4P project through to 2025.

Summary Per Country

The below table highlights the expenses per country for 2021 against the original five year budget. To assist with ease of comparison of budget vs actuals an averaged budget per annum column has been included. Overall with actual expenses reaching **€827,282** for 2021 this represents 84% expenditure of the averaged annual budget of €986,706.

Leap 4 Peace Countries	Budget		Actuals		
	2021-2025	Average per annum	2021 Actuals	Budget vs Actuals	%
Burundi	€ 1,541,728	€ 308,346	€ 327,570	€ -19,225	106%
Colombia	€ 1,541,728	€ 308,346	€ 278,084	€ 30,262	90%
Myanmar	€ 1,850,074	€ 370,015	€ 221,628	€ 148,386	60%
Totals:	€ 4,933,530	€ 986,706	€ 827,282	€ 159,424	84%

Table II : Table I : L4P 2021 Actuals against Original Budget at Country Level

Burundi has a slight over-expenditure at 106% whilst Colombia recorded a slight under-expenditure at 90%. However, as has been discussed in the previous sections, the major under-expenditure occurred in Myanmar.



Burundi's slight 106% over-expenditure is due to the local team advancing some planned 2022 activities which have been implemented early in Q4 of 2021. Colombia's slight under-expenditure at 90% is due to the reduced activities that occurred in Q1 and Q2 of 2021 when the Covid pandemic hit the country at its hardest. However in Q3 & Q4 the Colombia team has been able to recommence all activities.

The slightly higher overall budget for Myanmar is because the project there is split between GEN and NIMD Myanmar. The Myanmar combined actuals for these two organisations total is 60% of the originally planned 2021 budget. Again, the reasons for this were the inability to implement the planned project activities for 2021 and especially the need of NIMD Myanmar to relocate to Thailand after the 1 February 2021 coup.

It is expected that activities will increase for Myanmar throughout 2022. Currently, in the first and second quarters of 2022, NIMD Myanmar is in the process of completing their formal registration with the Thai authorities whilst simultaneously continuing activities in Myanmar remotely.

Summary Per LTO

The Leap 4 Peace project has two Long Term outcomes, LTO1 and LTO2.

- LTO1 : Women represented in decision-making roles for peacebuilding
- LTO2 : Supportive policy environment for women's representation

As stated above total expenditure for 2021 reached 84% of the originally planned budget. As can be seen in the below table this overall 84% is formulated by the LTO 1 expenses reaching 87% of the originally planned budget (€461,192 of the budget of €528,856) whilst the LTO2 expenses reached 80% of their initial budget (€366,091 of the budget of €458,32).

Long Term Outcome	Budget 2021-2025		Actuals		
	2021-2025	Budget 2021	2021 Actuals	Budget vs Actuals	%
LTO 1 : 56%	€ 2,644,774	€ 528,856	€ 461,192	€ 67,664	87%
LTO 2 : 44%	€ 2,288,755	€ 458,352	€ 366,091	€ 92,261	80%
	€ 4,933,530	€ 987,208	€ 827,282	€ 159,925	84%

Table III : Actual Expenses of Leap 4 Peace project in 2021 as a percentage of Planned budget

Comparison of the Budget vs Actuals Percentages of LTO1 and LTO2 against the total.

This section compares the percentage split of LTO1 & LTO2 expenses.

As can be seen in Table III above the total Actual Expenditure of the Leap4Peace project in 2021 reached **€827,282**.

When comparing the LTO1 vs the LTO2 components the split is €461,192 allocated to LTO1 and the remaining €366,091 to LTO2.

Although the overall expenditure is smaller than the initial budget the percentage split of the LTO1 vs LTO2 expenses is roughly in alignment with what was initially envisioned in the original budget.

LTO1:

The LTO1 component of the overall budget was €528,856 which represents 54% of the total annual planned budget of €987,208.



The overall LTO1 expenses at €461,192 is the very similar percentage value of 56% of the total expenses of €827,282.

LTO2:

The initial LTO2 budget was initially estimated to be €458,352 which is 46% of the original budget of €987,208.

The overall LTO2 expenses at €366,091 is 44% of the total expenses of €827,282

In summary, the original budget envisioned a LTO1/LTO2 budget percentage split of 54%/46% whilst in practice these expenses had a very similar LTO1/LTO2 actuals percentage split of 56%/44%.

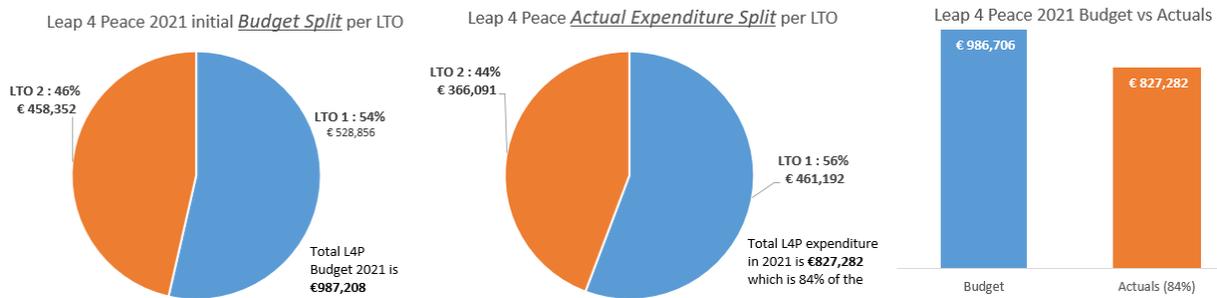


Figure 1 : Leap 4 Peace expenditure in 2021 per LTO allocation. Budget as compared to Actuals.

As can be seen in the bar chart on the right, the overall expenditure of the Leap 4 Peace project is 84% of the expected budget. The two pie charts show that the split of LTO1 vs LTO2 expenses is roughly in alignment with what was proposed in the original budget.

Annexes

Annex 1: Financial report 2021

Annex 2: Overview of programme contribution to WRGE basket indicators

Annex 3: Risk assessment 2021

