



# Annual report 2024

LEAP4Peace Consortium

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# 1. Introduction

Presented here is the annual report 2024 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 main goal of LEAP4Peace is to contribute to a conducive environment for women’s full and meaningful inclusion in political and decision-making processes, with the aim of sustaining peace in Burundi, Colombia and Myanmar. The LEAP4Peace programme particularly contributes to the first pillar of the Women Peace and Security (WPS) agenda which is 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.

The report covers various aspects, including overall programme developments, reflections on the global context, events that occurred in 2024, risks, and reflections on the Theory of Change (ToC). The report discusses the global context marked by challenges such as declining democratic practices, an increase in authoritarianism, armed conflict, and restrictions on civic freedoms. It also highlights the slow progress in meaningful inclusion of women in peace and political processes and the necessity for this programmes and advocacy, such as LEAP4Peace, to implement effective strategies to increase participation. It goes into detail about the events that occurred in Colombia, Burundi and Myanmar, and how they impacted the programme.

This document discusses identified risks, such as security and safety risks, sexual harassment, gender-based violence, limited engagement of political actors, and shrinking civic space. Additionally, it provides insights into the Theory of Change.



## 2. Overall programme developments

### 2.1 Reflections on global context

The global democratic decline continues to deepen and authoritarianism is on the rise. Wars, coups, and attacks on democracy have led to a loss of freedom and democratic progress, particularly destabilizing regions in Asia, Africa and Latin America. The LEAP4Peace countries are no exception: the conflict and humanitarian crisis continues to exacerbate in Myanmar without a clear pathway to a democratic transition and peace; repression and shrinking of the civic space continues in Burundi as elections approach in 2025 and conflict has continued to worsen in Colombia as the Total Peace policy faces challenges in the context of transforming conflict dynamics and slow implementation of the 2016 peace agreement.

Currently, 72% of the global population lives under autocratic rule and liberal democracies<sup>1</sup> have become the least common regime type on the world.<sup>2</sup> It was an unprecedented electoral year globally with 74 national elections taking place. In many of the countries where elections were held, these were marred by violence and authoritarian efforts to restrict opposition candidates and suppress the free choice of voters. According to the Freedom House Report 2025, in over 40% of the countries that held national elections, candidates were targeted with assassination attempts or assaults, there were attacks to polling places and/or postelection protests were suppressed with force. Ongoing civil wars, interstate conflict and violence furthermore prevent the realization of fundamental civic and political human rights<sup>3</sup>.

The CIVICUS Monitor similarly reveals a hostile environment for civil society around the world. As democratic practice declines, civic space is being restricted and fundamental civil rights are attacked. Civil society is in the frontline pushing for the respect of human rights and international law. In spite of this crucial role, the CIVICUS Monitor reports that civil society is experiencing a funding crisis globally as major funding sources such as state donors, including several European states, are cutting back the resources allocated to international aid and development.<sup>4</sup> Civil society organisations, and women's rights organisations particularly, are confronted with the difficulty to secure financing to support their core work and at the same time have to respond and adapt to continued crisis and conflict. This represents a dual challenge and forces civil society to rethink its way of working, where network and horizontal movement building represent possible alternatives.

The 2024 UN Secretary General Report on WPS, highlights also the difficulties to advance the women, peace and security agenda. Critical tools and spaces to advance WPS and to support women's participation and influence in peace, such as in peace negotiations, transitional justice mechanisms, peacebuilding, human rights monitoring, among others, have seen reduced levels of support<sup>5</sup>. Attacks on women's rights defenders continue to intensify, using (sexual) harassment and violence, including verbal abuse, surveillance, and online violence targeting their personal behaviour, moral conduct, or sex lives. Sexual harassment is a prime strategy used to silence not just women's rights activists, but all outspoken women. It is used to silence their advocacy and prevent their participation in public life.

In terms of political participation, the pattern of underrepresentation of women due to gender discrimination and bias remains a constant. In the aftermath of 2024 global electoral year, we don't see a substantial increase in women's representation in politics. The average percentage of women representatives in the lower or single house of the legislature increased by less than one percentage point in 2024, at 26,19 per cent.<sup>6</sup> Persistent obstacles including structural barriers, discrimination, and gender-based violence and hate hinder women's participation in

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<sup>1</sup> Defined as considering the electoral core of democracy with a liberal dimension such as control over the executive by the legislature and judiciary and rule of law

<sup>2</sup> [https://www.v-dem.net/documents/60/V-dem-dr\\_\\_2025\\_lowres.pdf](https://www.v-dem.net/documents/60/V-dem-dr__2025_lowres.pdf)

<sup>3</sup> [https://freedomhouse.org/sites/default/files/2025-03/FITW\\_World2025digitalIN.pdf](https://freedomhouse.org/sites/default/files/2025-03/FITW_World2025digitalIN.pdf)

<sup>4</sup> [https://www.civicus.org/documents/reports-and-publications/SOCS/2025/state-of-civil-society-report-2025\\_en.pdf](https://www.civicus.org/documents/reports-and-publications/SOCS/2025/state-of-civil-society-report-2025_en.pdf)

<sup>5</sup> <https://www.securitycouncilreport.org/atf/cf/%7B65BFCF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/S-2024-671.pdf>

<sup>6</sup> <https://www.idea.int/initiatives/the-2024-global-elections-supercycle>



politics and peace negotiation roles. Violence and intimidation discourage women's political engagement, even leading to burnout and resignations among prominent women politicians. New technologies such as generative artificial intelligence has made things worse, as it provides new manifestations of harm such as deepfakes, synthetic stories, and other disinformation products.<sup>7</sup>

The critical context exposed above reiterates the importance of the LEAP4Peace programme and the crucial role of civil society to promote women's participation in politics and in peace, and advocating for the implementation of WPS agenda and commitments by states in the global north and south. As the programme enters its final year of implementation, questions about its sustainability and the sustainability of the strategies implemented and the organisations involved gain relevance. Where more can be said on this in the LEAP4Peace contexts this is included in this annual report.

## **2.2 Consortium context: events that marked 2024**

In 2024, our programming was marked by the following contextual changes:

*New local governments in **Colombia** represent advocacy opportunities but challenges around peace and political participation persist for women*

In January 2024, the recently (2023 local elections) elected mayors' offices, municipal councils, governors' offices, departmental assemblies, and local administrative boards for the 2024-2027 term, began their first year in office. As mentioned in previous reports, out of the total 125,170 candidates, 38.9% were women, but only 24.5% of these women secured elected positions. Despite progress, such as the highest ever female representation in departmental governorships (18%) and near gender parity in local administrative boards (44.4%), significant gender gaps persist. For instance, only 13.3% of mayorships and 20.3% of departmental assembly seats were won by women, highlighting the need for affirmative measures to advance gender parity in political representation.

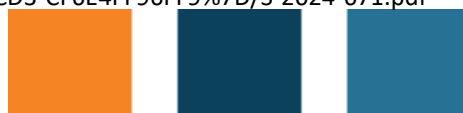
During this first year new local authorities are trained and need to present their municipal and departmental development plans. These Development Plans are planning instruments that outline the roadmap for the implementation of the programmes and proposals of the elected governments at the local level for a period of four years. These have represented opportunities for women to advocate and influence the development plans, ensuring that provisions related to gender equality and the implementation of women, peace and security agenda are included in these plans.

With regard to women's political participation, it is important to note the collapse of the political reform that was underway in the Congress last year. This reform proposed the use of closed lists with parity and alternation in national and regional elections. However, during the respective debates, resistance to moving towards parity became evident. Despite the collapse of the reform, during 2024 the legislature approved two initiatives that were enacted as laws. The first is Law 2424 of 2024, which 'adopts measures to guarantee the equal participation of women in the different branches and bodies of public power in accordance with Articles 13, 40 and 43 of the Constitution and enacts other provisions.' With this law, the quota for these positions was increased from 30% to 50%. The second is Law 2436 of 2024, which 'creates maternity leave for women elected to public office, promotes equality and political participation for women, amends Law 5 of 1992, and enacts other provisions - maternity leave for women in politics.'

On Women, Peace and Security agenda in Colombia, it is important to highlight the approval of two fundamental public policy instruments for women peacebuilders and human rights defenders. The first is the Programme of Guarantees for Women Leaders and Defenders 2024-2028 (PIG). The PIG was developed in a participatory manner with different women from across the country and contains actions in the areas of legal matters, access to land, health, and political and citizen participation aimed at strengthening and protecting women's leadership. The second instrument is the adoption of the first National Action Plan for Resolution 1325 in Colombia. On 30

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<sup>7</sup> <https://www.securitycouncilreport.org/atf/cf/%7B65BFCF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/S-2024-671.pdf>



November 2024, the government presented the final document of the NAP and the list of goals, indicators and entities responsible for the implementation of 105 actions distributed across seven thematic areas, including health and well-being, a life free of violence, economic autonomy and human mobility.

Women's participation in the peace talks that are part of the current government's Total Peace project is not yet ensured. Organised women's and feminist movements continue to demand their participation in the various forums for dialogue. Additionally, the Total Peace project has faced several set-backs as negotiation processes with different groups have failed and/or conditions of ceasefire are not respected, affecting civil populations and women the most.

### *In Myanmar the conflict continues to exacerbate with no clear transition process in sight*

The conflict between ethnic armed groups allied with the SAC and revolutionary forces has continued to intensify. The political landscape in Myanmar, particularly in Kachin and Shan States, has experienced significant shifts due to the activities of various Ethnic Armed Organizations (EAOs). These developments have profound implications for women's political participation initiatives led by organizations/networks like the Gender Equality Network (GEN) and NIMD Myanmar.

In Kachin State, the Kachin Independence Army (KIA) has maintained substantial control over several territories. The KIA has been actively involved in resisting the military junta, aligning with broader pro-democracy movements. This resistance has led to increased militarization in the region, affecting the socio-political dynamics and creating both challenges and opportunities for women's involvement in peacebuilding and political processes.

In Shan State, the situation is of higher complexity due to the presence of multiple EAOs with different objectives, such as the Pao National Army (PNA), the Three Brotherhood Alliance (3BHA) and the Myanmar National Democratic Alliance Army (MNDAA). For instance, clashes between the Pao National Liberation Army (PNLO) and Pao-National Army (PNA) in January 2024 forced three Women Peace Ambassadors (WoPA) supported by NIMD Myanmar from Hsi Hseng township to flee, preventing their in-person participation in project meetings. Despite a ceasefire brokered by China between the Three Brotherhood Alliance (3BHA) and SAC forces in January 2024, tensions remain high, making it difficult to plan and execute activities in this volatile environment.

The consolidation of EAO-controlled territories has led to governance vacuums, as EAOs establish administrative structures, there are opportunities for integrating women's political participation into these emerging governance frameworks. However, there are important security challenges as the conflict intensifies and the humanitarian crisis worsens.

In 2024, the military junta introduced forced conscription, targeting men and women of working age, which has prompted a mass exodus, particularly to Thailand. The forced enlistment has worsened the country's brain drain, impacted key sectors like agriculture, operation of civil society organizations and businesses, causing many young people to relocate to neighboring countries or to semi-liberated areas in the country. The gendered impacts of forced conscription of young women and girls are consequential and pose severe risks to their safety, especially given the junta's long history of misogyny and violence.

The military junta has announced to conduct elections in 2025. However, these plans have been widely criticized as lacking credibility. Experts label the proposed elections as a "sham," highlighting that the junta controls less than half of the country's townships, opposition parties are either banned or boycotting. According to the local news outlet Mohinga Matters the Union Election Commission said on December 10, it planned elections in only 161 out of 330 townships across the country in "secure zones", in contrast to 2020, when the general election covered 315 out of 330 constituencies. The National League for Democracy (NLD) is now boycotted and has refused to re-register for the upcoming election. Thus, in this election, only political parties affiliated with the military alliance re-registered to participate. The upcoming elections will not be free and fair, as the opposition parties and the ousted government were not legitimated for this election and the greater part of the country is currently in conflict, which prohibits inhabitants from participating.



Despite the complex and evolving landscape, women peace ambassadors and peacebuilders remain a critical force for peace, conduct community-based initiatives, and push for gender equality, showcasing resilience and adaptability in the face of significant challenges.

### *Burundi: coming elections amidst a closing civic space*

The socio-political context is marked by preparations for the 2025 elections. All the legal texts governing the elections were made available in June 2024. These include Law No. 1/12 of 5 June 2024 on the electoral code, Law No. 1/18 of 7 June on the reorganisation of the municipal administration, and the new Law No. 1/05 of 16 March 2023 on the delimitation of provinces, municipalities, zones, districts and hills. Finally, on 19 July 2024, Decree No. 100/123 on the organisation and functioning of the Independent Electoral Commission was signed. It should be recalled that the latter had been established by Decree No. 100/238 of 11 December 2023. The latter then moved quickly to set up its provincial and municipal branches. The establishment of these decentralised bodies in the provinces and municipalities was criticised by the opposition, which accused the CENI of favouring the ruling party by granting it more seats.

The elections for 2025 are being prepared in a context of restricted civic space. Political parties welcome the regular consultations between the Minister of the Interior and political party leaders since the Ngozi Resolution of 10 July 2020, adopted during the meeting between the President of the Republic and the presidents of the political parties registered in Burundi. During 2024, the BLTP participated in at least three of these consultations. This opening up of the political space in the country, albeit under control, has enabled the programme to carry out activities at the national level in collaboration with the Ministry of the Interior, with the participation of political party leaders. However, at the same time political parties' offices have been destroyed or closed, mainly opposition parties like FRODEBU have denounced this practice. This affects the capacity of party members, including women, to meet under good conditions without fearing for their safety.

The value of the Burundian currency has continued to deteriorate and poverty has increased among the population. There is a glaring lack of foreign currency in the country and a fuel shortage, resulting in soaring prices for basic necessities, including food. All this is causing frustration among the population and greatly affecting women. Indeed, this risks hindering women's participation both in politics and in the peace process. For women, there is total insecurity when basic needs such as physical safety, food security, health security (medicines), clothing and school fees are not met.

## **2.3 Risks**

The main risks that materialized in 2024 and how the L4P partners have dealt with them are described below.

- **Growing security concerns for participants and staff as the security situation and conflict worsens in different L4P countries.**

In Myanmar, online communications represented an alternative to the impossibility of organizing physical gatherings. But in the past year, greater control and surveillance by the military junta was put in place on online channels and communications, representing a security risk for women participants and staff. The mitigation strategies put in place by GEN have been effective so far. These include enhancing digital protection by using secure communications tools, encrypted messaging apps and VPNs to protect the identities of participants. Additionally, women participants have received training on digital security and also GEN has instructed the women peacebuilders to not store hard copies of project-related documentation. Armed confrontation and the conscription law imposed by the military junta, also posed important security risks for women participants in Myanmar. GEN and NIMD Myanmar supported the re-allocation of women who might be affected by the conscription law to secure locations. Finally, mitigation strategies regarding adaptability of activities to the context, constant communication with the women participants using different channels and providing opportunities for physical meetings outside of Myanmar were effective. In Colombia, the conflict continues to exacerbate as the project of Total Peace



has not been able to materialize in the consolidation of peace, and different armed groups have seized the opportunity to strengthen their position and power. Mitigation strategies applied in Colombia, in terms of follow-up and response when working in conflict affected territories have been effective.

- **Institutional changes around women’s inclusion has affected the strategic partnerships in Colombia.**

One of the risks identified that materialised during 2024 was the institutional transformation of the Presidential Council for Women's Equality (CPEM), which was replaced by the Ministry of Equality and Equity. In terms of programme implementation, the slow process for internal consolidation of this ministry has slowed down the processes that were being carried out with the former CPEM, particularly those related to the Observatory on Violence against Women in Politics. As planned, NIMD continued its efforts to build relationships with the new team at the Vice-Ministry for Women and provided context to the team, including the new Vice-Minister Tamara Ospina Posse, on the actions that had been carried out previously, as well as the areas for joint work set out in the National Public Policy on Gender Equality for Women (CONPES 4080).

- **Lack of funding affecting the operations of partners and NIMD country offices.**

This risk is relevant for most of the partners of LEP4Peace, particularly NIMD Colombia has highlighted this risk. This has meant that NIMD Colombia's staff has been reduced by half during 2024. As a result, some team members have had to take on a heavier workload, especially in the administrative and financial areas, and the programme teams have had to take on logistical activities. To mitigate the risk, the NIMD Colombia office is actively seeking opportunities by preparing and submitting proposals to multiple calls for funding. In addition, in agreement with the administrative department, the programme's logistical activities have been redistributed to address the effects of the staff reduction.

- **Political tensions in light of coming elections in Burundi.**

BLTP had identified as a key risk the increase of internal tensions within political parties, which could affect the collaboration of BLTP for the implementation of LEAP4Peace activities. During 2024, the internal divisions within the main opposition party, the CNL, became more pronounced and affected the implementation of BLTP activities. As strategy BLTP monitored the situation closely and once a new leadership was appointed, BLTP focused in building a relationship and collaboration with the new leadership.

- **Women candidates to be affected by new administrative divisions in the coming elections in Burundi.**

In the course of 2024, BLTP identified a new risk regarding women candidates participation in the coming elections. As the administrative division was reformed in Burundi for the 2025 elections, where provinces and communes have been reduced, candidates need now to cover longer distances and therefore travel for longer period of times. This represents a challenge specially for women, who are also responsible of the care tasks at household level. In response, BLTP will continue engaging husbands in their work at local level, as this has showed to be an effective way to ensure support from husbands for women’s political participation.

## **2.4 Reflections on the Theory of Change**

The strategic objective of LEAP4Peace is to contribute to a conducive environment for women’s full and meaningful inclusion in political and decision-making processes to sustain peace. To achieve this objective, the ToC identifies two main long-term objectives: LTO1. Women are represented in decision-making roles for peace building and LTO2. Supportive policy environment for women’s representation and participation in peace building. The overall logic of the approach is summarized as: by strengthening women’s capacities and



skills to result in increased participation of women (pathway 1), and to work with political actors to support the implementation of strategies for gender equality (pathway 2), developing and implementing advocacy strategies for better policies based on this (pathway 3), and therefore contributing to a more supportive national and international environment for women's participation in decision-making (pathway 4) to sustain peace. The ToC continues to serve as the primary guiding tool for our programming under LEAP4Peace. Based on the context analysis presented above, and the results of the Mid-Term Review, the ToC remains relevant, and as such, we have not made revisions to the overall ToC. As highlighted in the 2023 Mid Term Review, the L4P programme emphasizes the adaptability and flexibility of the country-specific ToCs while stressing the importance of linking them back to the central ToC.

The main achievements towards long term outcome one are:

**The LEAP4Peace programme is advancing towards pathway one in all three countries by enhancing women's knowledge and skills.**

In Myanmar substantive progress has been made, where women have gained more knowledge about democratic principles and systems. In Myanmar, women's knowledge of women, peace and security as well as federalism has been strengthened. They have been able to apply this new knowledge in leadership positions or in local peacemaking roles. The network of Women Peace Ambassadors (WoPAs) has succeeded in providing assistance, both in terms of direct support and referral services, to their communities. Some WoPAs have also served as mediators in local conflicts. However, they still require more skill-based training and support in order to effectively contribute to peacebuilding. Pathway two is especially advancing in Burundi, where BLTP established good relationships with relevant political actors, and Colombia, where NIMD Colombia engaged with the municipal councils so gender equality commissions are put in place following national regulations. In addition, in Burundi, BLTP continued its work with the VSLA groups, promoting solidarity among members and providing economic opportunities while disseminating information on the right to participation. In 2024, the network of VSLA groups had greatly strengthened. In prevision for the need to be independent and sustainable by the end of the L4P programme, many of the VSLAs have sprouted new groups and have improved their internal governance mechanisms.

**The progression towards Long Term Outcome two is slightly less than that of LTO 1, but still notable advancements have been achieved.**

In Colombia, advances have been achieved in pathway 3 through the facilitation or support of multi-actor forums aimed at promoting spaces and policies that promote the political participation of women. Similarly, BLTP in Burundi has completed its advocacy strategy and established a monitoring committee responsible for overseeing its implementation. Other important developments were observed in Colombia, where various members (representing government agencies, national and international cooperation bodies and specialized organizations) of the Observatory on Violence Against Women in Politics have confirmed their collaborative work to support the elected women in Congress to prepare and actively lobby for the approval of the legislative bill on the Prevention and Eradication of Violence Against Women in Politics. Additionally, under Pathway 4, in Myanmar, GEN collaborated with various networks, particularly the Women's Action Coalition (WAC), to disseminate information to international actors working in Myanmar and advocate for the political participation of women and the promotion of gender equality with the democratic opposition in Myanmar. Moreover, GAPS has enhanced its partnerships with the other members of the consortium, particularly with GEN and NIMD Colombia, and aims to see successful outcomes in 2024.

The specific achievements and developments in the LEAP4Peace programme countries, as well as at the global and consortium level, are delved into further in the following sections.



### 3. Burundi

As mentioned above the context in Burundi is marked by next elections to be held in 2025. Therefore, the interventions and results in 2024 by BLTP, focused on key elements around the coming elections. With regards to pathway 1, training sessions and discussions between potential female candidates and their spouses on women's political rights and participation were organised in the five provinces, reaching a total of 141 participants, including 67 women and 73 men. These training sessions enabled men to be informed and made aware of the barriers that hinder women's participation. Additionally, the VSLAs continued to be a relevant intervention to support women's financial autonomy to participate in politics.

The women parliamentarians supported by BLTP and that contributed to the advocacy strategy stressed the need to include specific articles in the electoral code for women's participation. In this regard, women advocates worked to ensure that the new electoral code would provide for gender parity in the compilation of electoral lists for parliamentary and municipal council elections, a demand that was not taken into account. The electoral code has maintained the status quo of three candidates on the electoral list, at least one of whom must be a woman.

Through the work with political parties and women leaders from the political parties, BLTP made some relevant progress. Political parties, RANAC and FRODEBU, in the revision of their regulations included specific articles regarding women's representation in the different decision-making organs of the political parties. The involvement of women from political parties and civil society alongside men in radio and television debates supported by the Ku Nama and Mosaïque programmes ensured that discussions on the challenges related to women's participation were balanced.

During the reporting year, member organisations of the committee monitoring the implementation of the advocacy strategy for women's participation in decision-making bodies continued to meet at the invitation of the BLTP. The focus was on identifying actions being taken to support women's advocacy within their political parties, which were in the process of drawing up electoral lists. As the LEAP4Peace programme approaches its end, discussions have started on how these spaces for joint strategy can be continued beyond 2025.

#### Achievements in 2024:

##### Burundi Leadership Training Program (BLTP)

Intermediate outcome	Indicator target & result 2024	Description of activities, results and explanation of any variation
<b>Outcome 1. Women are represented in decision-making roles for peace building.</b>		
1.1. Women are aware of the risk of not asserting their political rights	# of women leaders trained  2024 target: 75 women 2024 result: 67 women	- women trained in the 5 provinces of Gitega, Makamba, Cibitoke, Ngozi and Ruyigi: - The training included 67 women from political parties at provincial level. 3 party delegates and the women's husbands. Less women than anticipated were trained because of conflicting activities that demanded women leaders participation.  BLTP provided support, supervision to and monitoring to the VSLA groups.
1.2. Women are able to implement advocacy strategies	# of agreements reached 2024 target: 2 2024 result: 2	- forum to validate document on women's inclusion in politics related to the recommendations to support women's participation in politics. -Monitoring around the implementation of the advocacy strategy
1.3. Women are well represented in political decision-	# of political actors participating who implement internal	Meetings organized every six months with political parties and the women leaders from the parties, to follow-up the commitments made by the political parties on women's representation and participation.

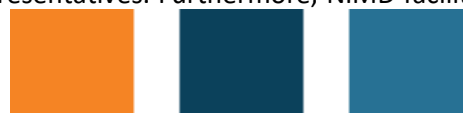


making processes	measures 2024 target:10 2024 result: 10	
1.4. Women politicians use the media to inform, educate and communicate their civil and political rights in general and their right to political participation in particular	# of political actors participating in dialogue platforms  2024 target: 3 2024 result: 3	- Organisation of 2 national debates on radio about the new provisions included in the electoral code of 2024. The first debate was organized with national leaders and the second debate was done at the provinces level. - National televised debate with the leaders from political parties on the “Mosaique” emission and in the “Ku Nama” emission in Kirundi. - Women were supported to prepare key messages to sensitize the general public on the importance of women’s political participation. - Documentary of 15 minutes by the media Isanganiro
1.5. Women politicians influence political and government decision-makers	# of multiparty dialogue meetings 2024 target: 2 2024 result: 2	-Workshop to follow-up the implementation of the advocacy strategy.
<b>Outcome 2. Supportive policy environment for women's representation and participation in peacebuilding</b>		
2.1 Government adopts policies that promote women's participation in decision-making bodies	Share of women candidates  Indicator to be measured in 2025.	The first multi-stakeholder meeting brought together the leaders of the women's leagues of the 10 political parties and the 5 women leaders of the political parties and political party officials to reflect on strategies for involving women in the 2025 elections, taking into account the new administrative division organised in 2024. The second meeting was a multi-party session organised in November 2024 for political party officials with a view to drawing up gender-sensitive electoral lists.
2.3. Political parties adopt policies that promote women's participation in decision-making bodies.	# of political actors who adopt measures and policies to enhance representation of women in their decision-making processes  2024 target: 10 2024 result: 10	-Session organized with political parties to follow up on how to influence political parties to include women in the electoral lists and decision-making processes. -National workshop with 30 participants on the new dispositions of the electoral code approved in 2024. - The electoral lists of candidates were not available in 2024, therefore the activity to support the women candidates was not possible to implement. This activity has been postponed for 2025.
2.4. Stronger and broader alliances are built between CSOs and women's political structures/organizations	2024 target: 7 2024 result: 10	-Every quarter meetings were organized to follow-up the implementation of the advocacy strategy with the 7 CSOs members of the committee and women from political parties. - Workshop on the strategies for women and their preparation for the 2025 elections, considering the new administrative division. -Follow-up meetings with political parties on their specific commitments. - Documentary of BLTP on the results of the project was prepared and will be finalized in 2025 - Participation of BLPT in international events: Meeting organized by the MFA of the Netherlands in Kenya. Participation in Regional Women Forum, in Luanda, Angola in October 2024.

## 4. Colombia

NIMD Colombia supported 125 women elected to local and departmental offices through specialized training via three political education initiatives. These platforms strengthened women's technical and advocacy skills to navigate political institutions and mainstream gender equality within local governance processes (Pathway 1). At the same time, work with public institutions such as Bogotá’s District Secretariat for Women and the Barichara Municipal Council helped reinforce gender-sensitive governance structures (Pathway 2), resulting in the creation of seven local women's caucuses and the adoption of a municipal gender policy.

Under Pathways 3 and 4, the programme supported multi-stakeholder dialogue spaces, including six inter-party roundtables and a leadership forum for newly elected LGBTIQ+ representatives. Furthermore, NIMD facilitated



impactful advocacy partnerships with feminist CSOs, notably through its collaboration with Women's International League for Peace and Freedom (LIMPAL) Colombia. These efforts enabled women's organizations to advocate successfully for the inclusion of nearly 60 gender-focused initiatives in local development plans across three departments.

### Achievements in 2024:

#### NIMD Colombia

Intermediate outcome	Indicator target & result 2024	Description of activities, results and explanation of any variation
<b>Outcome 1</b>		
1.2. Women nominate themselves for decision-making positions	# of women who are willing to candidate themselves for decision-making positions  Target 2023: 0	No target was set for this indicator in 2024, since it is not an election year.
1.3. Women increase their capabilities and abilities to partake in politics	# of women (aspiring) leaders trained  Target 2024: 0 Result 2024: 125  School of Political Innovation: <b>79 women.</b>  School of Open Democracy: <b>21 women.</b>  Cycle of Strengthening for the Political Advocacy of Women Councilors of Bogota: <b>25 women.</b>	<p>Women were trained through three capacity strengthening initiatives: School of Political Innovation, School of Open Democracy and the Cycle of Strengthening for the Political Advocacy of Women Councilors of Bogota.</p> <p>Of the total number of women trained, 27 reported being 28 years of age or younger and 95 reported being 29 years of age or older. Likewise, 6 reported being indigenous, 6 NARP (Black, Afro-Colombian, Raizal and Palenquero), 6 LGBTQ+, 6 Campesinas, 16 victims of conflict and 1 with a disability. Not all women report their age or ethnicity.</p> <p>Finally, all the women trained are considered political actors, including: women councilors, councilwomen, deputies, their teams or members of Legislative Work Units.</p> <p>There is a deviation in relation to the goal set, given that specialized training was provided to women elected in the past elections, as well as to members of the work teams of different political actors, in response to the need to technically support women who will hold elected office in 2024.</p>
<b>Outcome 2</b>		
2.1. Political actors implement internal gender-equality regulations	# of political actors who implement internal measures and/or policies to enhance representation of women in their decision-making  Target 2023: 0	No target was set for this indicator for 2024, since priority was given to the creation of new alliances with the political actors elected in the last elections of 2023.
2.2. Political actors develop internal gender equality regulations	# of political actors who adopt internal measures and/or policies to enhance representation of women in their decision-making  Target 2023: 0 Result 2023: 3	<p>A total of 3 political actors have developed internal measures on gender equality.</p> <ol style="list-style-type: none"> <li>1. The Women's Caucus of the Local Administrative Board of Chapinero in the city of Bogota built its action plan with the support of NIMD Colombia and the District Secretariat for Women.</li> <li>2. The Municipal Council of Barichara presented, debated and approved the first Public Policy on Women in the municipality. This process was framed in the accompaniment and technical assistance of NIMD Colombia to the Women's Equity Commission of this Council.</li> </ol>



		<p>3. The Ministry of the Interior requested technical support from NIMD Colombia for the creation of an instruction manual that incorporates the differential and gender perspective in the evaluation of complaints received in the platform of the Immediate Reception Unit for Electoral Transparency (URIEL).</p> <p>Although the program's global goal was reached in 2023, NIMD continued working with the newly elected members of collegiate bodies for the 2023 local elections. In this sense, we were able to establish alliances again and, with this, activities were carried out to provide technical support to these political actors. In addition, the Observatory on Violence against Women in Politics continued to work with State actors such as the Ministry of the Interior.</p>
2.3. Political actors assess their status on gender equality	<p># political actors trained</p> <p>Target 2024: 1 Result 2024: 5</p>	<p>The L4P program in Colombia as of December 2024 has trained 5 political actors:</p> <ol style="list-style-type: none"> <li>1. Ministry of the Interior: the Ministry has strengthened its capacity to understand, address and identify violence against women in politics. This is fundamental, because currently this Ministry is the one in charge of receiving, identifying and processing complaints of this type of violence in the country.</li> <li>2. Dignity and Commitment Political Party: as part of the work of NIMD Colombia and the L4P program in the Multiparty Gender Roundtable in the District, the Dignity and Commitment party identifies the need to socialize and train its militants in relation to violence against women in politics and the protocol of attention and sanction built by the political organization.</li> <li>3. National Unity Party: as part of the work of NIMD Colombia and the L4P program in the Multiparty Gender Roundtable in the District, the National Unity Party identifies the need to raise awareness among its members and elected officials on gender mainstreaming and violence against women in politics, as well as the protocol for attention and punishment built by the political organization.</li> <li>4. National Electoral Council: thanks to the articulated work of the L4P program in the Observatory of Violence against Women in Politics, the National Electoral Council has strengthened its capacities to understand, address and identify Violence against Women in Politics. This is essential, because with the entry into force of the law to address, prevent, reject and punish Violence against Women in Politics, the electoral body will have new responsibilities in the face of this problem.</li> <li>5. Barichara Municipal Council: in the framework of the request made by the Commission for Women's Equity of the Municipal Council of Barichara, two trainings were developed. One on the ABC of Law 1981 of 2019 and the functioning of the Commission for Women's Equity in public corporations, addressed to the Commission of this Council. The second training on women's public policies, gender mainstreaming and gender-responsive budgeting, addressed to the full Council.</li> </ol>
<b>Outcome 3</b>		
3.1. Political actors jointly advocate for the implementation of gender equality agenda	<p># of advocacy initiatives carried out by political actors</p> <p>Target 2024: 0 Result 2024: 0</p>	<p>In 2024, no target was set for this indicator, given that by the mid-term of the program (2023), the global target of 1 advocacy initiative carried out by political actors was reached.</p>
3.2. Political actors develop joint gender equality agenda	<p># of agreements reached as result of dialogue platform meeting</p>	<p>NIMD Colombia continued its work with the District Women's Secretariat to promote women's political participation. This included the following actions:</p> <ul style="list-style-type: none"> <li>- The promotion of the Multiparty Gender Roundtable;</li> </ul>



	Target 2024: 0 Result 2024: 1	<p>- The realization of the District Meetings of Edilesas<sup>8</sup>; and</p> <p>-The creation of Bancadas<sup>9</sup> of Women Councilors in the Local Administrative Boards in Bogota.</p> <p>The work with the benches was requested by the women participants in the District Elected Women's Summits and the Meetings of Women Councilors held from 2022 to 2024.</p> <p>In this way, NIMD Colombia provided technical assistance to the women councilors of the localities of Teusaquillo, Rafael Uribe Uribe, Ciudad Bolivar, Chapinero, Engativá, La Candelaria and Tunjuelito, for the formation and launching of 7 Women's Caucuses.</p>
3.3. Political actors have a safe space for discussing gender-equality issues	# of political actors participating in dialogue platforms  Target 2024: 0 Result 2024: 66	<b>66 political actors</b> participated in the dialogue tables, distributed as follows: 15 political parties and movements at the district level, 27 political parties and movements at the national level, 13 representatives of collegiate bodies (Municipal Councils and Local Administrative Boards) and 11 representatives of the executive at the local level (Mayors' Offices), participated in the six multiparty dialogue spaces.
	# of interparty dialogue meetings  Target 2024: 3 Result 2024: 6	Continuing the work carried out with the District Secretariat for Women, the Ministry of the Interior and Caribe Afirmativo, with the purpose of joining efforts with the political parties and movements of the city of Bogota and the country, as of December 2024, 6 multiparty dialogue spaces were held: <p>-2 National Multipartisan Women's Roundtables: A total of 48 people from 27 different political parties and movements participated in these roundtables, representing: 33 people at the technical level at the national level and 15 people at the managerial level at the national level.</p> <p>-3 District Multiparty Gender Roundtables in Bogota: A total of 24 women from 15 different political parties and movements participated in these three roundtables, representing 16 people at the technical level at the district level and 8 people at the executive level at the national level.</p> <p>-1 LGBTQ+ leadership meeting: A total of 24 people participated in this roundtable at the technical level at the local level, represented by 13 representatives of collegiate bodies (Municipal Councils and Local Administrative Boards) and 11 representatives of Mayors' Offices.</p>
<b>Outcome 4</b>		
<b>4.1 Women CSOs/Feminist movements effectively monitor and lobby for policy change and implementation</b>	# of national advocacy initiatives carried out by CSOs  Target 2024: 1 Result 2024: 0	No target was set for this indicator, as the multi-year target was fulfilled in 2023.
4.2. Women CSOs/feminists organisations develop joint gender equality agenda	# of multi-stakeholder dialogue/platform meetings  Target 2024: 2 Result 2024: 11	11 multi-stakeholder dialogue meetings were held: <p>- 3 meetings were held as part of phase 2 of the process of women's participation in the Municipal and Departmental Development Plans in the Departments of Cauca, Bolivar and Meta.</p> <p>These meetings were attended by 57 women social leaders and 29 political actors (66 women are equal to or older than 29 years of age and 10 are equal</p>

<sup>8</sup> Edilesas is the name of the position that elected women assume in the Local Administrative Boards, which, as mentioned above, is the corporation that at a first level facilitates women's political participation.

<sup>9</sup> The women's caucuses bring together the elected women councilors of the different political parties in each of the Local Administrative Boards, with the purpose of promoting networking in favor of the defense of women's rights.



		<p>to or younger than 28), including members of parliament and representatives of the municipal and departmental governments.</p> <p>These meetings were held in partnership with the LIMPAL Colombia.</p> <p>- 4 meetings were held as part of the technical support to the Legal Commission for Women's Equity of the Congress of the Republic.</p> <p>A total of 144 women participated in these meetings. Seventy-five were women social leaders and 57 were political actors such as councilwomen, councilwomen, presidents of Community Action Boards and delegates of municipal and departmental governments.</p> <p>Disaggregated by age, 124 women are equal to or older than 29 and 10 are equal to or younger than 28.</p> <p>- 4 meetings were held as part of the technical support to the National Electoral Council (CNE).</p> <p>A total of 171 people participated in these encounters, broken down as follows: 127 women, 29 men and 15 people who did not register their sex. 53 were people from civil society, among them women social leaders and private funders. 113 political actors such as representatives of political parties, councilwomen, councilwomen, presidents of Community Action Boards, delegates from municipal and departmental governments, and Colombian state entities.</p> <p>Disaggregated by age, 113 people are equal to or older than 29 years old, 24 equal to or younger than 28 and 34 people did not report their age.</p> <p>There is a deviation in the proposed goal, given the work carried out with women's organizations and their impact on territorial development plans. This work had an important deployment with the purpose of taking advantage of the political moment in the country. Likewise, in the alliance with CLEM, within the framework of the VIII Plan for an Open and Transparent Congress, a collaborative work was carried out that contributed to the increase in the achievement of this indicator. Similarly, technical support to the CNE in the implementation of the public policy for women in CONPES 4080, contributed to the increase in multi-stakeholder meetings.</p>
	<p># of studies for evidence based L&amp;A disseminated to political actors</p> <p>Target 2024: 1 Result 2024: 1</p>	<p>As of December 2024, one (1) follow-up and monitoring <a href="#">report</a> on Violence against Women in Politics was published, which includes the results of the survey conducted among women candidates and members of campaign teams in the last local elections of 2023.</p>
<p>4.3. Women CSOs/feminists movements have capabilities for lobby and advocate political actors</p>	<p># of women CSOs with strengthened L&amp;A capacities</p> <p>Target 2024: 2 Result 2024: 40</p>	<p>As of December 2024, NIMD Colombia has contributed to strengthening the lobbying and advocacy capacities of 40 women's civil society organizations (18 formal, 22 informal) in Cauca, Bolívar and Meta in partnership with LIMPAL Colombia, which participated in an advocacy process for the construction of the Municipal and Departmental Development Plans.</p> <p>In this regard, women's organizations actively prepared themselves to review and formulate proposals to guarantee women's rights and peace.</p>
	<p># of women led CSOs included in the programme activities</p> <p>Target 2024: 2</p>	<p>NIMD Colombia has included a total of 62 <b>Women's SCOs</b> in its activities:</p> <p><b>-40 women CSOs</b> (18 formal, 22 informal) as part of the advocacy process for the construction of the Municipal and Departmental Development Plans, within the working alliance with LIMPAL Colombia.</p>



	Result 2024: 62	<p>This process was developed with the purpose of incorporating the agendas for women's rights and peace. It was essential to influence these Development Plans, as they will be the roadmap for municipal and departmental governments over the next four years.</p> <p>- 20 women CSOs (6 formal, 14 informal) participated in <b>4 multistakeholder dialogue meetings</b> in Risaralda, La Guajira, Meta and Chocó, in coordination with the Legal Commission for Women's Equity of the Congress of the Republic, with the purpose of coordinating the actions of the commissions for women's equity with the agendas of the social leaders of each department.</p> <p>- 2 Women CSOs (2 informal) participated in one session on the structure of the State and the regulatory architecture for women's political participation, as well as on Violence against Women in Politics, in coordination with the United Nations Verification Mission and the Agency for Reincorporation and Normalization (ARN).</p>
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## 5. Myanmar

Women peacebuilders supported by GEN remained resilient and innovative. Despite extreme constraints—ranging from electricity shortages to internet shutdowns—these actors leveraged informal networks and localized platforms to sustain dialogue, raise awareness on women’s rights, and advance gender equality narratives. In Kachin and Shan States, GEN supported women’s networks establish safe spaces in IDP camps, conducted digital advocacy campaigns, and facilitated community engagement on the Women, Peace and Security agenda. These efforts contributed to both formal and informal peacebuilding landscapes. Programmatically, significant strides were made under LTO1, as women peacebuilders increased their presence in informal decision-making and demonstrated readiness to influence future peace processes. Under LTO2, advocacy by CSOs, including regional and international engagement at forums like CSW68, helped elevate the visibility of Myanmar’s women-led movements and influenced draft policy frameworks, including the NUG’s Gender Equality Position Paper. These achievements reflect steady progress along the programme’s actor-based pathways of change, with notable shifts in the agency of women peacebuilders, CSO collaboration, and international stakeholder responsiveness to gendered dimensions of Myanmar’s protracted crisis.

The network of women peace ambassadors supported by NIMD continues to reinforce its establishment and its functionality in 2024 (pathway 1), contributing to increase women’s representation in formal and/or informal peace processes that might take place in Myanmar. A total of 42 women peace ambassadors from Shan State have agreed in strategies and have formed working groups and identified joint initiatives, aligned with their collective vision for peace. The skill-building sessions focusing on WPS, democratization, peace processes and mediation have provided learning opportunities for these women and allowed them to build their self-confidence and through regular engagement and collaboration, they have fostered a sense of trust to discuss their roles in meetings with the ethnic armed groups active in their communities. Finally, the women ambassadors view this network as their own, and they have already taken ownership of their initiatives, including organizing two in-person trainings in Tachileik and Aung Pan Townships.

As the network of women peace ambassadors consolidates, their level of engagement in peacebuilding activities in their communities has grown. Therefore, NIMD has supported key processes to facilitate this role in safety. For example, listing like-minded organisations active in Myanmar and that can provided services and response to women or community members in distress and affected by the conflict. Also, they have developed and validated a referral mechanism to respond to cases of violence or other.



Achievements in 2024:  
Gender Equality Network (GEN)

Intermediate outcome	Indicator target & result 2024	Description of activities, results and explanation of any variation
<b>Outcome 1: Women are represented in decision-making roles for peacebuilding</b>		
<p>Peacebuilders collaborate to jointly identify challenges and priorities for women's meaningful participation in democratic peacemaking process</p>	<p># of women (aspiring) leaders trained</p> <p>Target 2024: 15 Result 2024: 15</p>	<p><b>-15 women peacebuilders</b> were trained and mobilized in 2024 through</p> <ul style="list-style-type: none"> <li>- 1 informative session on International Justice and Accountability Pathways, featuring a Geneva-based international expert from Legal Action Worldwide (LAW).</li> <li>- 1 networking meeting between the Myanmar Women's Parliamentarian Network (MWPN) and women peacebuilders. During this meeting, MWPN representatives shared their current advocacy initiatives, while the women peacebuilders discussed their regional efforts. This exchange enhanced the participants' understanding of national advocacy efforts and created opportunities for future collaborations between MWPN and the peacebuilders to address Women, Peace, and Security (WPS) issues in Myanmar.</li> <li>- 2 training sessions: one on Conflict-Related Sexual Violence (CRSV) documentation guidelines and another on Gender and Federalism.</li> </ul> <p>Furthermore, GEN supported a woman peacebuilder from Kachin State to participate in a CRSV working group meeting in Thailand, where she contributed to discussions on online campaigns for CRSV survivors and the development of a collective statement. These initiatives are key investments in building the capacity of women peacebuilders to effectively participate in both informal and formal peace processes in their regions.</p> <p>GEN released the <a href="#">WPS situational assessment</a> exploring the challenges faced by women peacebuilders in Kachin and Shan States from 2021 - 2024. The findings highlight the dire conditions these women are navigating, including severe restrictions on movement, internal displacement, increased GBV, the collapse of justice systems, and limitation in access to public services.</p>
<p>Network of peace ambassadors are established and functional</p>	<p># of multi-stakeholder dialogue/platform meetings</p> <p>Target 2024: 2 Result 2024: 2</p>	<ul style="list-style-type: none"> <li>-GEN organized <b>one meeting via Zoom</b>, alongside sustained informal communication via Signal. The Zoom meeting focused about the circumstances and challenges of women and girls in various regions, and the feasibility of implementing WPS-related initiatives. The first recipient, <b>Maw Cherry Institute</b>, organized a series of both online and offline dialogues and workshops on topics such as gender equality, federalism, and WPS. These sessions targeted women in Shan state, reaching 53 individuals at the grassroots level. The second organization, <b>Kachin State Women Network (KSWN)</b>, focused its efforts on Kachin state, where they conducted in-person dialogue sessions in several villages. These discussions addressed the pressing issues of WPS, GBV, and the broader impact of the ongoing conflict. Additionally, KSWN provided emergency humanitarian support to internally displaced persons (IDPs). The third recipient, <b>Kachin Women Peace Network (KWPN)</b>, directed its efforts toward awareness-raising on WPS and GBV within the IDP camps in Kachin state. These sessions, led by women peacebuilders, were designed to inform and empower displaced women, providing them with the knowledge needed to combat violence and navigate the challenges posed by displacement.</li> <li>- GEN hosted the Beijing+30 Forum in Bangkok and online, bringing together 45 women peacebuilders, human rights defenders, and advocates to assess Myanmar's progress on the Beijing Platform for Action (BPFA) amid escalating authoritarianism, conflict-related sexual violence, and anti-rights movements. Participants highlighted both achievements—such as increased women's</li> </ul>



		political participation and the establishment of gender policy frameworks—and persistent gaps, especially regarding women in conflict and accountability for gender equality commitments.
<b>Outcome 2: Supportive policy environment for women's representation and participation in peacebuilding</b>		
CSOs are willing to collaborate, coordinate and participate in joint lobby and advocacy activities	# of women led CSOs included in the programme activities  Target 2023: 8 Result 2023: 27	There were 27 women-led CSOs participating in the project activities during 2023. -GEN coordinates closely with the Women Advocacy Coalition-Myanmar (WAC-M) and provides coordination, technical, and financial support, as well as capacity building for its members and ensuring WAC-M plays an important role in national, regional, and international advocacy. Some of WAC-M's achievements include: <ul style="list-style-type: none"> <li>• GEN and WAC-M led advocacy efforts at forums such as CSW 68, ASEAN People's Forum, and the Asia Pacific Feminist Forum, ensuring Myanmar's crisis and gendered impacts were prominently addressed.</li> <li>• GEN and WAC jointly developed the Gender Equality Position Paper with the NUG, supporting the integration of gender equality into emerging governance frameworks.</li> <li>• WAC-M co-hosted sessions on justice for survivors of conflict-related sexual violence and contributed to advocacy that resulted in a UN Security Council briefing on Myanmar, coordinated by Malta.</li> <li>• GEN's support enabled WAC-M members to engage with global actors at events like the AWID Forum, Asia Pacific CSO Forum, and WPS Week, amplifying the voices of women peacebuilders and WHRDs from Myanmar.</li> </ul>
International L&A campaign to promote women's meaningful participation in the democratic peace making processes that channels and reinforces international treaties and legislation signed by the Myanmar government (CEDAW, 1325, MSDG)	# of international advocacy initiatives carried out by CSOs  Target 2023: 3 Result 2023: 5  (four regional and one international)	GEN undertook <b>8 major advocacy activities</b> that held significant importance in advancing its mission. <sup>10</sup> -At the World Social Forum in Nepal, GEN raised awareness about the state of democracy and women's resistance in Myanmar, emphasizing the role of feminist-led governance. -GEN hosted two impactful side-events at CSW 68 in New York, alongside missions from the UK, Canada, and the EU, which helped secure key international commitments and led to a UN Security Council briefing on Myanmar. -At the Asia Pacific Feminist Forum in Chiang Mai, GEN co-hosted a session on militarism and patriarchy in Myanmar, spotlighting the resilience of women and LGBTQI communities. -GEN and WAC-M joined the ASEAN People's Forum in Timor-Leste, advocating for gender-sensitive responses to Myanmar's crisis, and engaging ASEAN stakeholders on arms embargoes and justice for survivors of sexual violence. -During WPS Week in New York, GEN emphasized feminist approaches to peacebuilding, advocating for recognition and support for women's leadership in humanitarian and conflict settings. -GEN participated in the Asia Pacific CSO Forum and Ministerial Conference, co-leading sessions and distributing materials to over 80 stakeholders, calling for women's leadership and accountability measures. -At the AWID Forum in Bangkok, GEN collaborated with Myanmar WROs on a powerful side-event highlighting women's struggles across Afghanistan, Iran, and Myanmar, closing with a plenary address that called for international solidarity and action. -GEN also finalized its 2024–2026 Strategic Plan and continued implementing a collective international advocacy strategy.

*NIMD Myanmar*

<sup>10</sup> Here, we consider advocacy initiatives undertaken or supported by GEN as well.



Intermediate outcome	Indicator target & result 202	Description of activities, results and explanation of any variation
<b>Outcome 1: Women are represented in decision-making roles for peacebuilding</b>		
1.1: Peace ambassadors collaborate to jointly identify challenges and priorities for women's meaningful participation in emerging democratic peace-making in Myanmar	# women (aspiring) leaders trained Democracy education Target 2024: 15 Result 2024: 26 Women alumni facilitation skills training: Target 2024:15 Result 2024: 36	Two 3-day online trainings took place. <ul style="list-style-type: none"> <li>- One Democracy Education training was delivered to 26 women (aspiring leaders) from political activism, civil society organisations and political parties sectors.</li> <li>- One skill-based training took place for 36 women peace ambassadors on the topic of mediation for gender-based violence cases and peace initiatives.</li> </ul> <p>The activities were conducted online due to the increased amount of participants and the content of the trainings.</p>
1.2. Network of peace ambassadors are established and functional	# multi-stakeholder dialogue/platform meetings Target 2024: 6 Actuals 2024: 17	Recurring monthly dialogue meetings did not take place. Instead, 1 in person meeting was organized and 17 networking meetings were organized with national experts and GEN.
1.4. Network of women peace ambassadors advocate jointly for women nomination and participation in the formal peace process at various levels.	# of agreements reached Target 2024: 2 Actuals 2024: 21	21 Agreements have been reached as a result of dialogue meetings <ol style="list-style-type: none"> <li>1. Agreed to meet regularly as in online setting to map out and plan actions to achieve WoPA vision aligned with L4P project</li> <li>2. Agreed to role and division of tasks between WoPAs to multiply knowledge, integrate peaceful interventions at their respective works and cascade learnings linked to WPS agendas in Shan State</li> <li>3. Agreed to collaborate and work together in Shan State to promote women rights and inclusive policy making.</li> <li>4. Agreed upon 11 initiative activities that all WoPA will carry out together until December 2024</li> <li>5. Agreed on referral system strategies, case identification, data of service providers</li> </ol>

## 6. International Lobby & Advocacy

### 6.1 Context for L&A

The aforementioned global context (Reflections on Global Context, section 2.1) illustrates the increasingly volatile environment that we are navigating, characterized by polarized perspectives on gender equality and women's rights. There is a trend towards conservative politics gaining traction worldwide, resulting in a strong backlash against gender equality and a concerning increase in hostility towards the LGBTQI+ community in many contexts.

The participation of women in peace processes is significantly low. The WPS report from the UN Secretary-General published in September 2024 showed that “the underrepresentation of women remains the norm,” confirming the trend noted in prior reports of declining participation of women in peace processes persists. This reflects what we have seen in our work in 2024, and underscores the difficult political climate to bolster the participation of women. Global progress on women’s participation has been stagnant which reiterates the importance of the LEAP4Peace programme and the need for effective advocacy products that can convey examples of best practice of meaningful participation and how to scale this up, and resourcing efforts that hold governments in the global north and south accountable for their commitments to WPS.



As previously stated in this report, women are regularly excluded from and there is still a prevalence of impunity for atrocities against women and girls. Women continue to face entrenched barriers to direct participation in peace and political processes, and women's organizations struggle to find resources, while military spending continues to grow every year. This remains the case even though there is ample evidence that women's participation contributes to more robust democracies and longer-lasting peace.

New or renewed global crises and conflicts continued in 2024, in particular the outbreak of worsened atrocity violence in Palestine and Lebanon; Sudan; the Democratic Republic of the Congo; and Ukraine. Within this context, LEAP4Peace's influencing strategy remains dedicated to fostering debate on effective ways to enhance women's political inclusion in peace processes and the central role of women's political participation in realizing commitments to the WPS agenda.

## 6.2 GAPS global programme 2024

GAPS, as UK based organization and WPS network, plays a key role in the UK's WPS agenda and its implementation. In 2024 the UK government continued its implementation of the UK's 5th National Action Plan (NAP) on WPS, for which GAPS was heavily involved in its scrutiny. The most significant political moment of 2024 for GAPS was the UK General Election, which resulted in the first change of governing party in 14 years. The new Government is conducting several reviews, including a Development Review and a Strategic Defence Review, for which GAPS has submitted evidence and is engaged with in public and discreet channels. GAPS will use lessons learned and evidence from LEAP4peace to continue to inform UK engagement.

GAPS in its role as 'critical friend' are monitoring and supporting the Foreign Commonwealth and Development Office's (FCDO) WPS Team on the next steps with delivery and implementation of the NAP, especially under the new Government, through continuing our participation in a cross Whitehall working group, where key civil society organisations (CSOs) have an opportunity to feed into implementation discussions. This scrutiny also includes an annual shadow report, which normally shadows the UK's reporting to parliament. 2024 was the first year the UK government did not produce such a report due to reduced parliamentary reporting. GAPS has noted this in its advocacy as part of a larger worrying trend on how the government engages with civil society. There was an oral update to parliament, which confirmed the GAPS-supported call that Colombia would become a focus country, alongside Myanmar which already was a focus country. Burundi remains outside of the list of focus countries for the UK, and while the UK has commitments and priorities beyond the Focus Countries in the NAP, the UK has not demonstrated significant action or interest regarding Burundi.

The UK has a strong focus on Colombia in their ongoing work to support NAP development in FCAS countries, where they have financially and technically supported the development of the NAP, in particular regional and thematic consultations to ensure women's participation. Lord Collins, the Special Envoy on Preventing Sexual Violence in Conflict (PSVI) for the new government, visited Colombia in late 2024. The UK is the penholder for WPS at the UN Security Council and therefore their priorities and focus under the new NAP has the potential to be highly influential at a global level, and GAPS' involvement may help shift their approach. In the international space there was continued engagement with the WPS agenda through the annual debate on WPS at the UN Security Council and the International WPS Conference hosted by the Government of the Philippines in Manila in October 2024.

In April, GAPS launched the second season of **Mind the GAPS: A Women Peace and Security Podcast**. The first episode of the season (Feminist Foreign Policy) remains the most listened to episode of the podcast. It has significantly contributed in shaping a more critical conversation among North-Based civil society and government officials regarding FFP, as indicated by feedback from listeners. GAPS produced and released 6 additional episodes



in season 2: *Palestine is a feminist issue; Northern Ireland and WPS; LGBTQI+ people and WPS; Climate and gender; Gender justice at the United Nations; and Conflict and feminism: reflections on WPS*. In November GAPS released the first episode of season 3 (*Live from New York: dispatches from WPS week*, followed by two more episodes: *Sudan: a feminist approach* and *Post-election check-in*). The audience of the podcast continues to grow consistently and feedback from across civil society, academia and government officials is positive. In 2024 GAPS has been able to spotlight GEN Myanmar in the episodes on the United Nations and WPS Week. The podcast has spotlight products from the project, including the launch of the global knowledge product. The podcast has also enabled the fostering of new connections between speakers.

In October, GAPS supported the organization of the LEAP4Peace event at the UN Security Council WPS week on **“Supporting women peacebuilders for transformational change: lessons and recommendations from the LEAP4Peace Consortium and Myanmar”**. This event brought together practitioners from civil society, governments and UN institutions to support the launch of **“If you don’t have peace, you have nothing”: What the international community can do to increase women’s participation in peacebuilding”** and the three accompanying **country papers on Colombia, Burundi and Myanmar**. These papers build on the evidence base built throughout LEAP4peace on the barriers women face in political participation by providing best practices, examples and recommendations. This event resulted in positive feedback from stakeholders including UN and government officials. In addition it strengthened relationships with the Women’s Peace and Humanitarian Fund and the United Kingdom and Netherlands governments whereby GAPS has received confirmation that advocacy efforts like this event were instrumental in renewing UK funding for the WPHF. It provided GAPS, GEN Myanmar and NIMD the opportunity to advocate for concrete recommendations directly to the decision makers. These efforts will be followed up on in future engagement also to identify if the efforts influenced the LEAP4Peace objectives and other positive change.

*Achievements in 2024:*

*GAPS UK*

Intermediate outcome	Indicator target & result 2024	Description of activities, results and explanation of any variation
<b>Outcome 2: Supportive policy environment for women's representation and participation in peacebuilding</b>		
International L&A for supportive national policy environments	# of international advocacy initiatives carried out by CSOs  Target 2024: 2 Result 2024: 3	The reports were successfully launched at WPS week in October 2024. The launch event featured representation from GEN Myanmar, NIMD as well as the Dutch and UK Government. UN Officials and civil society representatives spoke, from the Women’s Peace and Humanitarian Fund, Women’s Advocacy Coalition – Myanmar, Wo=men. The event was recorded and edited to become the season premiere of Mind the GAPS: a Women Peace and Security podcast season 3, entitled Live from New York: dispatches from WPS week.
	# of studies for evidence based L&A disseminated to political actors / global knowledge product  Target 2024: 1 Result 2024: 4	Final global report and country papers were all published. In 2024 consultants were selected, and in close collaboration with consortium partners, the country papers and global paper were developed. The papers have been translated and are being finalised for publication in Q1 2025.
CSOs effectively lobby for policy change and implementation	# of CSOs with increased L&A capacities  Target 2024: 2 Result 2024: 3	GAPS has attended all consortium and steering group meetings and participated in virtual bilateral meetings with NIMD Colombia, BLTP & GEN Myanmar during 2024, especially ahead of WPS week and during the selection of consultants and the review of the country and global reports.



		GAPS has met with NIMD and GEN Myanmar colleagues at international fora. No additional specific support from consortium partners was requested.
	# of other CSOs included in the programme activities  Target 2024: 6 Result 2024: 16	The launch event involved GEN Myanmar and WAC Myanmar. Since last reporting the podcast has included PAX; Freedom House; ActionAid Palestine; SIHANET; Rethinking Security; Care UK

### 6.3 NIMD global programme 2024

The work and delivery of outcomes for International Lobby & Advocacy by NIMD The Hague was affected by lower availability of key staff. The coordinator of LEAP4Peace went on maternity leave for the most part of 2024, and the person that was recruited to cover the maternity leave, unfortunately went into long-term sick leave. Additionally, the PME officer of NIMD working on LEAP4Peace also went on maternity leave for the most part of 2024. Nevertheless, with pulling in other staff capacity, the main processes and products foreseen in the Annual Plan were supported. This included the overall support for the main knowledge product and country papers developed by GAPS, and the support to the event during the UN Security Council WPS week in New York “**Supporting women peacebuilders for transformational change: lessons and recommendations from the LEAP4Peace Consortium and Myanmar**”.

Intermediate outcome	Indicator target & result 2024	Description of activities, results and explanation of any variation
<b>Outcome 2: Supportive policy environment for women's representation and participation in peacebuilding</b>		
4.1 Global knowledge product	NIMD The Hague supports the indicators of the whole consortium and its members	NIMD actively supported and guided the development of the global knowledge product entitled ' <i>If you don't have peace, you have nothing</i> ' and the research and final phase of the three country studies that were the foundation for the report.  NIMD also directly participated and supported the live event during the UNSC WPS Week in October, liaising with the MFA and GAPS and ensuring logistical support.  The presented report and the three country cases were presented and disseminated to the NIMD Network via the Knowledge Hub
4.2 Learning agenda	NIMD The Hague supports the indicators of the whole consortium and its members	The team worked to review existing NIMD Democracy School modules in relation to gender equality building on the L4P experiences to benefit the wider network.  NIMD also invested in collecting examples and best practices around Women in Politics approaches, including those specifically focusing on WPS.  In May NIMD organised a learning session in partnership with the Carnegie Endowment for International Peace, whereby the authors of the book <i>Aiding Empowerment; Democracy Promotion and Gender Equality in Politics</i> , Saskia Brechenmacher and Katherine



		Mann, presented their finding to the NIMD network and where the WPS participation angle featured.
4.3 Communication & visibility of LEAP4Peace results and consortium	NIMD The Hague supports the indicators of the whole consortium and its members	The LEAP4Peace section on the knowledge hub and presentation on the NIMD global website was supported  Direct editing support was provided to the different L4P reports, and overall communication outreach throughout the year like International Women's Day, Peace Day, 16 days of Activism and WPS week at the UN was supported.
4.4 No-cost interventions (staff time)	NIMD The Hague supports the indicators of the whole consortium and its members	Representation and follow-up in Dutch NAP 1325 and subsequent country working groups was done, including network and events were followed and supported and thematic advice by Programme & Knowledge Advisors was given to give input of the different knowledge products, peer reviewing and linking to other activities within NIMD.

# 7. Consortium

## 7.1 Partnership

### *Consortium coordination*

The consortium's coordination is ensured by the LEAP4Peace Secretariat, based at NIMD, consisting of the LEAP4Peace Coordinator, Finance, and PME staff members. The Steering Committee remains the primary venue for strategic coordination, convening twice in 2024. All consortium partners, including NIMD's Country Directors from Colombia and Myanmar, participated in these meetings.

The diversity in time-zones and languages among the Consortium partners continue to present coordination challenges. Meetings are predominantly in English, but the Secretariat ensures meaningful participation by offering interpretation services in French and Spanish. Digital tools like Menti and Google Docs also facilitate more interactive meetings, enabling participants to write, reply, and utilise simultaneous translation as required.

In 2024, key aspects of consortium coordination were the knowledge product development and dissemination, which included a global knowledge product and 3-country level papers on Colombia, Burundi and Myanmar; the allocation of underspent funding to cover consortium joint-activities like the closure event and the final evaluation.

### Southern Leadership and joint decision-making

The Consortium Partners jointly develop and formulate the overall focus and direction of the programme, which includes budget allocation, oversight, and control. Decision-making takes place within the Steering Committee, where all partners have an equal voice and vote. Our Consortium is built upon the principles of joint decision-making, local ownership, mutual learning, equality, feminism, and anti-racism.

As the programme advances, the consortium is living more and more to the values and practice of joint-decision making and southern leadership. An example of this is the decision to have a face-to-face closure meeting, including g partners and women peacebuilders participating in the programme, to celebrate the impact and results of the programme, exchange on learnings and identify key messages from LEAP4Peace to inform how to advance WPS agenda. This was a joint decision and proposition of the partners themselves, and in the interest to respond



to the needs and priorities of the consortium partners from the South, a closure meeting will be organized in Colombia in 2025.

### Visibility of the consortium

NIMD and the consortium partners have undertaken initiatives to increase the consortium's visibility. The lobby and advocacy activities conducted by NIMD, GAPS and GEN have all contributed to ensuring the visibility of the consortium, its contribution to WPS and its key message on recommendations and learnings to support women's political participation to sustain peace.

Additionally, key international days such as International Women's Day and the 16 Days of Activism against Violence against Women, provided key platforms to increase the visibility of the consortium through key events in-country and the use of social media. Social media campaigns during these days have been a key communication and visibility strategy used by NIMD Colombia. It provides a platform to share key messages around women's participation, a space to raise women's voices and priorities and provide visibility to NIMD's work. Please see below some examples:



Image 1: Picture of social media campaign developed by NIMD Colombia with the Observatorio contra la violencia contra las mujeres en política en Colombia. This campaign included voice notes of women politicians or women in politics and their experience of violence and why addressing violence against women in politics is needed. Link: [https://www.instagram.com/p/C4dn6w8J2cX/?img\\_index=1](https://www.instagram.com/p/C4dn6w8J2cX/?img_index=1)

In Burundi, during the open doors day the Netherlands Embassy to commemorate the 60<sup>th</sup> anniversary of cooperation between the Netherlands and Burundi, the LEAP4Peace programme was given visibility. Also, during the international celebrations like Women's Day, BLTP through its partnership with different local government stakeholders, is able to ensure the visibility of the programme, the importance of women's participation in politics and to the women engaged in the programme to engage in the different activities. Finally, the radio and television debates and campaigns developed by BLTP are a means to provide visibility to the programme, raise awareness and contribute to transforming attitudes towards women role in politics.



In the case of Myanmar, the focus around communications and visibility is linked to the very clear advocacy demands to raise awareness of the situation of women in the current humanitarian, social, economic, political crisis. For example, during Zin Mar Aung's speech in Munich, the outlines prepared by GEN were used for her panel discussion with Hilary Clinton. Showing how GEN contributes to shaping national discourse and amplifying women's issues at international level. On the other hand, NIMD Myanmar has started conducting interviews and collecting stories from the women peace ambassadors supported through LEAP4Peace. An article has been published in the NIMD website in 2025 highlighting how [Women's voices are being heard in Myanmar](#).

## Partnership with the Ministry and Embassies

The LEAP4Peace Consortium highly regards its positive and transparent relationship with the Ministry of Foreign Affairs, both with the Gender Task Force within the Ministry in The Hague and with the embassies and representations.

Throughout 2024, NIMD maintained consistent communication channels with the MFA, held regular meetings and provided updates on the program's progress, challenges, as well as the risks and opportunities. Due to time constraints, it was not possible to organize a Strategic Dialogue in 2024 and this was postponed to the beginning of 2025.

Regular contact with relevant embassies is maintained by our consortium partners. The extent of this engagement varies from country to country, depending on the specific context.

In **Myanmar**, the Country Director for NIMD Myanmar regularly liaises with the Embassy to discuss the political context in Myanmar and the direction of the programme. Additionally, the Political Officer from the Dutch Embassy participated in an in-person meeting with Women Peace Ambassadors (WoPAs) in Chiang Mai, engaging in discussions about empowering women politicians and their roles in the current political landscape. The Programme Manager also maintained communication with the Embassy's Officer, sharing updates on the programme's progress, impact and political situation in Myanmar.

In **Burundi**, BLTP keeps the embassy updated on political developments and participates in discussions with the embassy's political advisers. In addition, the BLTP continued to be consulted on the Dutch Government's feminist policy review. On 22 March 2024, the BLTP participated with other civil society organizations that contributed to the recommendations on the Netherlands' foreign feminist policy, on a strong civic space for advocacy on women's and youth rights/civic space of our dreams. On 2 October 2024, a delegation from the Ministry of Foreign Affairs visited the BLTP's achievements in the field, travelling to Ngozi and visiting a social cohesion and development initiative bringing together young people from different political affiliations. On International Human Rights Day, the BLTP coordinator accepted an invitation from the Ambassador of the Kingdom of the Netherlands to Burundi to attend the Tulip Human Rights Award ceremony at his residence on 10 December 2024.

In **Colombia**, the relationship between NIMD and the Embassy of the Netherlands in Colombia has been constant, fluid and consistent for several years. With regard to the implementation framework for LEAP4Peace, it is worth highlighting a few specific events:

- NIMD hosted a mission of WPS delegates to Colombia in May, with an agenda that included the participation of representatives of the MFA in the Bogotá Multiparty District Gender Roundtable and relevant organisations from the International Cooperation Gender Roundtable in Bogotá. Activities were also prepared and supported in the Montes de María region in collaboration with LIMPAL and ICCO.
- Both NIMD and the Embassy agreed that the presentation of the National Action Plan for United Nations Resolution 1325 was an important event to which both had contributed through different processes, both



within the framework of Leap for Peace and through the work of the diplomatic representation itself.

- In addition, numerous meetings and exchanges of information were held between NIMD and the Embassy on contextual issues relevant to both the implementation of the programme and diplomatic activities in the country.

## **7.2 Contributions to the 1325 National Action Plans and WPS Agenda**

In 2024, NIMD remains committed in advancing women, peace and security as signatory of the Dutch NAP 1325 III. There has been regular contact and collaboration with Wo=Men around WPS as part of the NAP signatories network. NIMD The Hague participated in the NAP 1325 events organized by the MFA and WO=MEN. LEAP4Peace is aligned with advancing WPS agenda and contributes directly to advance women's participation in politics and in peace.

- NIMD is INGO partner of the Rapid Response Window (RRW) of the Women, Peace and Humanitarian Fund (WPHF), where we work with women civil society organizations to support women's participation in peace. NIMD has ensured to make connections between the LEAP4Peace Consortium and WPHF, as well as between the partners of LEAP4Peace with the WPHF. As part of the WPHF, NIMD has supported women to engage in peace processes in Ethiopia, Colombia, Armenia.
- As mentioned in the section related to GAPS work, the organization has actively engaged with UK government officials and provided input to ensure the NAP addressed key WPS priorities.
- BLTP continues to contribute directly to the Burundi NAP 2022-2027 implementation. It contributes to the achievement of Goal 3, which is to strengthen women's leadership at all levels. This goal is included in Axis II of the NAP, namely 'Equality and equity in the participation of men and women in decision-making positions and peacebuilding mechanisms'. Specifically, in relation to outcome 4: 'Men and women have equal and effective access to and participation in political, technical and decision-making positions'. BLTP's interventions under the LEAP4Peace programme are recorded in the action plan of the ministry responsible for gender issues and are included in the ministry's overall report.
- In Myanmar, GEN has actively contributed to the Women, Peace, and Security (WPS) agenda in Myanmar, despite the absence of a formal National Action Plan (NAP) on UNSCR 1325. GEN has been a key advocate in national discussions, including WPS framework of NUG, where it shaped recommendations for advancing women's participation in peacebuilding and ensuring gender equality in conflict resolution. Additionally, GEN's advocacy efforts, including the publication of the Myanmar Country Paper on WPS, have emphasized the need for gender-responsive frameworks in peace processes and the inclusion of women in decision-making roles. Furthermore, GEN's involvement in global platforms, such as the Preventing Sexual Violence in Conflict Initiative and WPS week, has strengthened Myanmar's representation in international conversations on WPS. NIMD Myanmar project officer joined the workshop organized by GEN, contributing valuable insights on the grounded challenges faced by women in Shan State. These contributions were incorporated into a comprehensive report that included actionable recommendations, which was submitted to the Beijing Declaration and Platform for Action.
- NIMD Colombia has actively supported the preparation of the NAP 1325 in Colombia. In 2024, NIMD participated in the launch of the National Action Plan. This event took place on 30 November in Bogotá. NIMD supported the participation of 15 women from the departments of Meta, Cauca and Bolívar who, during the same year, were actively involved in the advocacy process led by NIMD Colombia and LIMPAL. Finally, at the launch event for this NAP, the country's executive director, Ángela Rodríguez, had a place at the main table of cooperating partners.



## 7.3 Monitoring, evaluation, knowledge & learning

### Global PME

Due to the reduced capacity of the M&E team in 2024, not all activities planned have been implemented. Nonetheless, for the global Planning, Monitoring and Evaluation processes, the main focus was on the follow up on the recommendations of the external Mid-Term Review (MTR) with regards to the Outcome Harvesting, continued one-one-one support to the country teams, and the regular monitoring reporting.

### Outcome Harvesting Database

One of the recommendations of the Mid-Term Review included improving quality and use of the outcomes harvested through trainings and a functional database. To that the end for most of 2024 we had a MEL intern that helped with compiling and coding all the outcomes in the database. Furthermore VoicesthatCount, a consultancy firm specialized in participatory and narrative based monitoring, that has developed an Outcome Harvesting dashboard was contracted to build one for NIMD to easier navigate the large number of outcomes harvested under NIMD projects, including but not limited to LEAP4Peace. At this moment we are putting the finishing touches on the database and dashboard and we expect it to use it fully in Q2 of 2025.

### Capacity support

On 5th of March we organized the first community of practice session on feminist MEL (5th of March) in which all MEL focal points of L4P got acquainted with the Partos paper on Feminist MEL and Akina Mama wa Afrika (a partner organization part of the Power of Dialogue consortium) shared their experiences with a feminist approach to MEL. The idea of the community of practice sessions is to have an informal space for MEL focal points to share experiences and discuss issues outside of the formal reporting cycles to connect and nurture each other.

In addition, a Q&A session on annual reporting was held on 20th of January 2024. Seeing as this is already the fourth year of the programme and most MEL focal points have worked on multiple reporting cycles already, the Q&A session was short.

Additionally, starting in 2024, regular check-in sessions were organized with the MEL focal points of the L4P to bilaterally discuss issues around MEL outside of the regular reporting cycle. Country Directors were sometimes also present. This allowed for the NIMD the Hague MEL team to have a better understanding of the country's context and provide personalized support to partners when needed.

Furthermore, as part of the reporting cycle, the MEL focal points remained in contact in order to align on reporting and formatting as well as ensure quality of the deliverables. This has been especially useful in regard to the Outcome Harvesting reporting.

### End term Evaluation

During Q3 and Q4 of 2024 the first preparations for the end term evaluation were made. These included discussions on the content and the drafting of the ToR with the consortium partners, as well as compiling the steering group and the (external) advisory group. In order to have a competitive process for consultancy selection, the call for proposals and Terms of Reference were shared online in an open call. The deadline for application was set on 1st of April 2025 and we expect to make a selection by 1st of June 2025 at the latest.

### Knowledge and learning agenda

The knowledge and learning agenda serves as an important component of the LEAP4Peace programme. This agenda helps in comprehending the obstacles to women's participation in peace processes and the ways to



overcome these obstacles.

2024 saw the publication of the LEAP4Peace knowledge product titled “If you don’t have peace, you have nothing”. This paper includes case studies on bottom-up peacebuilding in Burundi, Colombia and Myanmar.

## 7.4 Good practices, lessons learned, challenges and cross-cutting issues

### Good practices and lessons learned

- Importance of **adaptability** to the changing and volatile context, while remaining **inclusive and ensuring local ownership**. There is need for continuous engagement with local actors, specially women peacebuilders, women peace ambassadors, women leaders and politicians and women’s rights organizations to ensure that interventions remain context specific, respond to their needs and priorities. Under LEAP4Peace, all consortium partners have good ties and entry points to women in different positions, depending on the context. This has been essential to the achievement of significant results in all three countries and also is key as contributes to building local capacity and ownership.
- **Cross-sectoral collaboration, with both local, national and international actors, to enhance impact.** Collaboration and partnership building is effective for advocacy, policy influencing and resource mobilization. Specific examples in Myanmar, through the Women’s Advocacy Coalition – Myanmar have ensured key success in terms of advocacy at international level for GEN. In Colombia, during the reporting period, the technical and financial alliance with women’s organizations and feminist organizations like LIMPAL (Colombia chapter of WILPF), with national presence, has been effective to expand the reach and impact of the programme activities. This strategy has allowed to surpass initial targets and achieve relevant outcomes in terms of advocacy capacity and results at sub-national level. Cross-sectoral collaboration can also be understood as cross-sector programming. In this sense, the VSLAs implemented by BLTP as strategy to support women’s economic empowerment and autonomy, has been interesting and has provided positive outcomes. VSLAs are not traditionally interventions approaches used to foster political participation and multi-party dialogue. This innovation applied by Burundi has allowed for women participants to build collaboration and network with women from different political parties, to have enough income to contribute to the feed established by their political parties, and increase their overall financial autonomy. BLTP continues to expand this intervention in 2024 and this is considered as a relevant strategy to replicate in future programmes related to women’s participation in politics.
- **Joint and articulated implementation of programmes at country level in Colombia** continues to be a powerful strategy. In 2024, LEAP4Peace programme and Power of Dialogue programme (financed under the Power of Voices instrument) joined forces, technical and financial resources, in the support of the legal Commission for Women’s Equality. Additionally, collaboration with the project Quorum of the NIMD office and LEAP4Peace, allowed to train women and men newly elected in the last local level elections.
- **Engaging husbands as key gatekeepers for women’s political participation in Burundi.** In its activities promoting women’s participation in politics, BLTP has included the husbands of women participants. This has allowed to address lack of awareness and support by husbands towards women’s political participation. BLTP has identified outcomes, through outcome harvesting methodology, related to how women express that their husbands are now more supportive of their engagement in political parties and politics in general. This is a relevant good practice, specially in contexts like Burundi, where traditional and restrictive gender norms about the role of women are prevalent.



## Challenges

- **Alliances with municipal governments, such as municipal councils, did not result in the expected outcomes, requiring adaptation from NIMD Colombia.** Engagement with elected bodies can result in challenging, especially when there are elections and leaderships change. This was the case for the work of NIMD Colombia at the municipal council level after the elections of 2023. The arrival of new elected officials in 2024 and the process for approval of local development plans affected the collaboration. Therefore, NIMD Colombia adapted its strategy to support women's advocacy to influence those development plans that were being drafted. Ensuring therefore that women's priorities were considered.
- **Joint initiatives that are time sensitive and require alignment of different partners and actors can be difficult,** in spite of the progress made by LEAP4Peace partners. GAPS experienced different difficulties related to country paper development, challenging consortium communication and disagreement on the direction of the knowledge product. The biggest challenge has been connecting work and priorities at the national level to agreed global advocacy priorities that are relevant for global audiences. This led to a delay in the delivery of the final global product, planned to take place during WPS. While GAPS, in collaboration with NIMD, ensured the launch event of the knowledge product through an engaging session focusing on Myanmar; translated papers were only published in Q1 of 2025.
- **Unexpected circumstances affecting the original planning.** In a climate of closed civic space and tension around the elections, BLTP faced challenges to access the electoral lists that included the list of women candidates to support them in the preparation of their "dossier" to present to the electoral commission. In Myanmar, the implementation was affected by heavy rainfall and road blockages affecting participants' transportation.

## Sustainability

To ensure the sustainability of the programme results, the LEAP4Peace Consortium Partners applied different strategies. These strategies continue to be relevant for 2024:

**Capacity strengthening and network building** to reinforce women's capacity, knowledge and skills is a key strategy applied in all countries. Individual capacities of women leaders, politicians and peacebuilders as leaders are essential for sustainability as women's leadership is transformed and recognized, by women themselves and their peers. Additionally, a key strategy continues to be working through the creation of networks, safe-spaces for joint strategies and alignment among women, as well as joint initiatives.

**Strategic alliances with key national and international stakeholders** around gender equality agendas, WPS and women's political participation is also a key strategy applied by all consortium partners. In the case of Colombia, for example the partnership with the Secretary on Women's Affairs in Bogota has been key;

**Advocacy for the creation of a more supportive environment for women** as a key strategy at national and international level. At national level, in all 3 countries advocacy efforts by partners and in collaboration with civil society and women leaders contribute to support women's participation in peace and politics. At international level, the publication of the podcast and the knowledge products both work towards shaping the global WPS sector and policy environment by raising key advocacy messages and evidence generated through LEAP4Peace with our audience. Furthermore, coordinating events and speaking at events at global fora, raises the profile of the partners internationally and in their countries. This also ensured sustainability as it enhances the environment to facilitate space for women, as we were able to speak directly to political decision makers about the improving women's meaningful participation. The podcast produced by GAPS will continue as a platform for WPS knowledge



production and dissemination after the closure of this project in 2025 as funding to continue it has already been secured.

### Integration of climate, youth and gender

As a programme that focuses on the realization of women, peace and security agenda, the LEAP4Peace programme integrates gender in all of its interventions and approaches. A gender sensitive and responsive approach is transversal to the programme. All interventions are designed considering the differentiated effect on women and men, and the realization of their political rights. This approach ensures that the voices and needs of women, girls, youths, and marginalized genders are central to the outcomes, contributing to sustainable and inclusive solutions in both humanitarian and development contexts.

Women in all of their diversity are supported to engage in the LEAP4Peace programme. With regards to youth, special attention is given to the inclusion of young women. In 2023 and 2024, NIMD supported the participation of young women in the NAP 1325 process. In Myanmar, GEN has actively integrated youth participation by ensuring a balanced representation of both young and senior women peacebuilders in its initiatives. Since the military coup in 2021, many emerging youth groups and organizations have taken on critical roles in advocacy and resistance efforts. Recognizing this, GEN's in-person forum in 2024 included young women-led groups, creating opportunities for them to connect with senior WHRDs and experienced women peacebuilders. The VSLAs in Burundi include also young women in all the groups supported.

Regarding climate, its integration in programming has been more difficult for all partners. No specific consideration has been made to integrate climate change in the activities. However, in the planning of interventions considerations around the carbon footprint have been pertinent for example on the use of international travel. Finally, is important to mention that in Colombia, the environmental agenda has been raised by women as a priority for advocacy. This is not the case in Burundi and Myanmar, where the concerns of women are around basic needs and survival, especially in Myanmar in the middle of the conflict and humanitarian crisis.

## **8. Financial overview**

In 2024, total expenditures reached EUR 968.246 against an approved budget of EUR 1.018.229 , reflecting a modest 5% underspend (EUR 49.982). The 2024 underspend was anticipated and factored into the planning for 2025. Activities that could not be implemented in 2024 have been reprogrammed, ensuring continuity and alignment with project goals. Additionally, a portion of the underspend will be allocated to support the Consortium's closure event, maximizing the impact and visibility of the programme's achievements.

Further details on budget deviations are outlined by cost category, country, and LTO in the sections that follow.



## Summary per budget lines



	Revised Budget 2024	Actuals 2024	
<b>Direct staff costs</b>			
Staff costs	€ 91.249	€ 108.606	119%
A. Local staff costs	€ 241.187	€ 249.372	103%
C. Consultants/advisors	€ -	€ -	0%
<b>Sub Total - Direct staff costs</b>	<b>€ 332.437</b>	<b>€ 357.978</b>	<b>108%</b>
<b>Other direct programme costs</b>			
Activity costs	€ 280.781	€ 210.889	75%
A. Consortium partner costs	€ 147.213	€ 136.810	93%
C. Activity-related travel costs	€ 52.310	€ 57.429	110%
D. Project office costs	€ 56.425	€ 78.250	139%
E. Equipment and investment costs	€ 5.547	€ 3.363	61%
F.1 Staff	€ 43.214	€ 21.937	51%
F.2 Activities	€ 33.983	€ 33.975	100%
F. Monitoring, evaluation, auditing	€ 77.197	€ 55.912	72%
<b>Sub Total - Other direct programme costs</b>	<b>€ 619.473</b>	<b>€ 542.653</b>	<b>88%</b>
<b>Overheads / indirect costs</b>			
A. Cost of support staff	€ 66.319	€ 67.615	102%
B. Not directly allocable admin costs	€ -	€ -	0%
C. Other not directly allocable costs	€ -	€ -	0%
<b>Sub Total - Overheads / indirect costs</b>	<b>€ 66.319</b>	<b>€ 67.615</b>	<b>102%</b>
<b>Total</b>	<b>€ 1.018.229</b>	<b>€ 968.246</b>	<b>95%</b>

Figure 1 : Budget versus Actuals 2024 per cost category

**IA. Staff Costs:** Higher staff costs at HQ in 2024. Salary adjustments were implemented in line with the Dutch civil servant collective labor agreement, reflecting inflation-linked indexation effective from July 2024.

**IB. Local staff Costs :** The slight increase in local salary costs is primarily due to inflation-related adjustments in Burundi. Second, GAPS dedicated additional time to the development of the Knowledge Product.

**IIA. Activity Costs :** they were lower than anticipated due to a combination of factors. In Myanmar, the use of internal staff for meeting materials significantly reduced facilitation, translation, and consultancy expenses. In Burundi, planned activities were postponed to 2025 following delays in the publication of the electoral calendar. Similarly, unused consortium-level budget at HQ was also reallocated to 2025. Additionally, in Colombia, favorable foreign exchange rate movements contributed to cost savings.



**IIB. Consortium Partner Costs:** While inflation adjustments led to a nominal increase in personnel-related expenditures, these were effectively counterbalanced by extended periods of maternity and sick leave among key staff members. The expenses are lower than budgeted.

**IIC. Activity-related Travel Costs:** increase in travel costs driven by additional regional travel in Myanmar to facilitate in-person training sessions and strategic meetings. Travel costs also reflect GAPS and HQ participation to the WPS week held in New York. The engagement was critical for high-level visibility.

**IID. Project Office Costs:** in Colombia, the costs increased due to funding gaps, resulting in a heavier operational workload and a greater share of overheads being absorbed by the program.

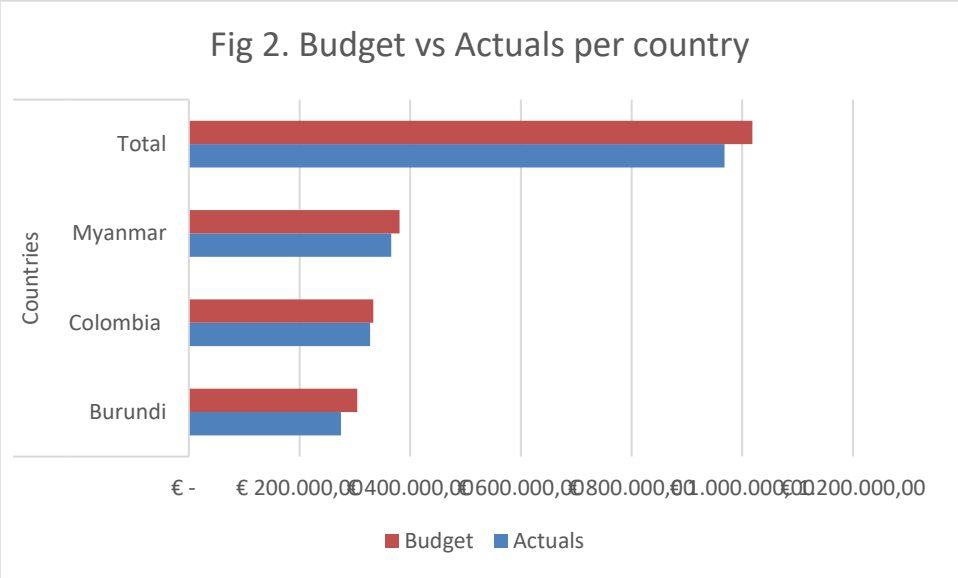
**IIE. Equipment and Investments:** the budget for office equipment was not fully utilized. With confirmation that the program will close in 2025, investment in new equipment was not deemed necessary.

**IIF1. Staff (Monitoring, Evaluation, and Auditing):** M&E costs were lower due to a nine-month vacancy in Myanmar and maternity leave coverage at HQ, with both positions temporarily unfilled.

**IIF2. Activities (Monitoring, Evaluation, and Auditing):** Audit expenses remained within budget, reflecting accurate forecasting and effective financial planning.

**IIIA. Costs of Support Staff:** minor growth reflects salary inflation adjustments; however, overall expenditure was moderated by periods of sick leave not charged to the program.

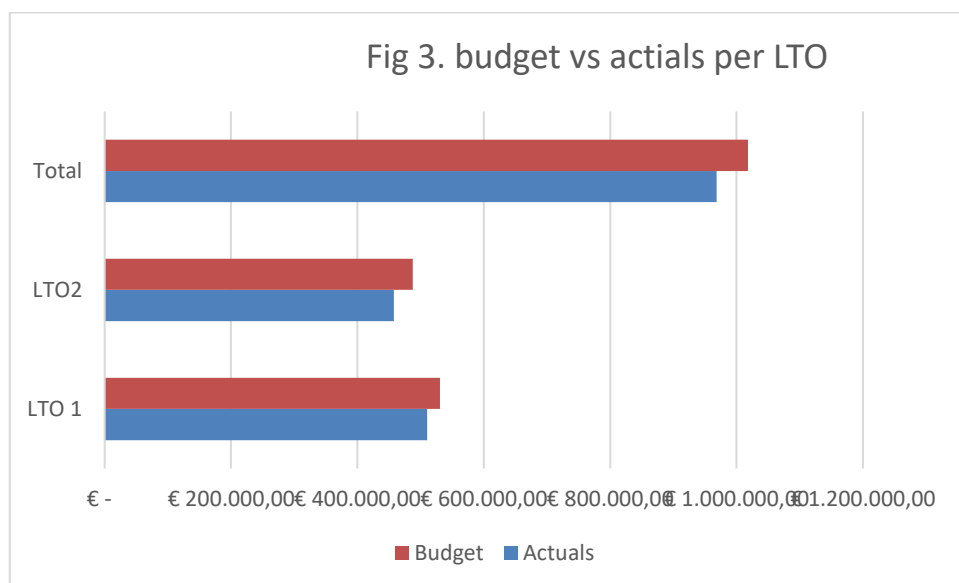
**Summary per country**



- **Burundi** showed the largest variance with an underspend of €29,617, primarily due to delayed activities and cost savings in operational expenses.
- **Colombia** recorded a modest underspend of €5,493, reflecting generally stable cost management with minor savings.
- **Myanmar** also underspent by €14,873, driven largely by staffing vacancies and deferred procurement decisions.



## Summary per LTO



L4P	2021-2025	2021-2023	2024			2021-2024	
LTO	Budget	Cumulative Actuals	Budget	Actuals	%total	Cumulative Actuals	% total
LTO1	€ 2.644.774	€ 1.636.727	€ 530.780	€ 510.531	53%	€ 2.147.258	55%
LTO2	€ 2.288.755	€ 1.309.896	€ 487.448	€ 457.715	47%	€ 1.767.611	45%
<b>Total LTO</b>	<b>€ 4.933.529</b>	<b>€ 2.941.094</b>	<b>€ 1.018.229</b>	<b>€ 968.246</b>	<b>100%</b>	<b>€ 3.909.340</b>	<b>100%</b>

minus 5,529  
inelegible

The cumulative actuals through 2024 continue to indicate that the LEAP4Peace program remains aligned with its financial plan, with steady progress on both LTO1 and LTO2. Overall spending matches the benchmark closely (79% at the end of 4<sup>th</sup> year implementation), reflecting strong budgetary control across both objectives.

We take this opportunity to correct a minor error in the cumulative amount reported in the 2023 narrative report. The cumulative expenditure for 2021-2023 was previously stated as €2,946,623 instead of the correct amount of €2,941,094. This adjustment reflects the deduction of €5,529, which corresponds to ineligible BLTP 2020 costs, as outlined in the Ministry of Foreign Affairs' letter dated 30th November 2023.



Importantly, this deduction was already accounted for in the **2023 audited financial statements**. The discrepancy occurred only in the cumulative figures presented in the narrative report, which has now been corrected. All our accounts remain fully aligned and compliant.

## Annexes

- Annex 1a: LEAP4Peace 2024 Financial Annual Report
- Annex 1b : (to follow on separate email) : 2024 Audited Reports and Reports of Factual Findings
  - BLTP, GEN, GAPS, NIMD and LEAP4Peace consolidated.
- Annex 2: Intermediate Outcome Indicator related to WRGE SCS basket indicators

