



Annual report 2025

LEAP4Peace Consortium

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1. Introduction and Programme Overview

The LEAP4Peace programme (2021–2025) is a multi-country initiative aimed at strengthening women's political participation and leadership in fragile and conflict-affected contexts. It contributes to a more inclusive and enabling environment for women's meaningful participation in political and decision-making processes, in line with the participation pillar of the Women, Peace and Security (WPS) agenda.

The programme is implemented in **Burundi, Colombia, and Myanmar**, where structural barriers continue to limit women's participation in political and peace processes. Implementation is led by LEAP4Peace consortium comprises the Burundi Leadership Training Program (BLTP), the Gender Equality Network (GEN), and Gender Action for Peace and Security (GAPS) and the Netherlands Institute for Multiparty Democracy (including its offices in Colombia and Myanmar), at country and global levels, combining local engagement with international advocacy and knowledge generation.

This report presents the final annual results for 2025, concluding the five-year programme period (2021–2025). It provides an overview of programme developments, contextual dynamics, key events across the three countries, and reflections on risks and the Theory of Change. It also highlights broader global trends, including democratic backsliding, increasing conflict, and shrinking civic space, alongside the continued need for sustained investment in women's political participation. The report also includes annexes which provide a consolidated overview of programme achievements across the full implementation period, comparing planned targets with achieved results where data is available.

2. Changes in Context

In 2025, the LEAP4Peace programme implementation continued across three distinct political environments in **Burundi, Colombia and Myanmar**, each presenting different opportunities and constraints for advancing women's political participation and leadership. Across the programme countries, political developments, evolving governance frameworks and shrinking civic space in some contexts continued to shape the environment in which women leaders, civil society organisations and political actors operate. At the same time, global developments affecting the Women, Peace and Security (WPS) agenda and civil society financing also influenced the operating environment for programme partners.

Burundi: election cycle and administrative restructuring

Burundi's political context in 2025 was shaped by parliamentary and local elections held alongside a major administrative reform that reduced the number of provinces from **18 to 5**, requiring political parties to reorganise their territorial structures and electoral strategies. The elections were conducted without external funding, similar to the 2020 electoral cycle. While the electoral process was largely peaceful and political parties were able to campaign, the political landscape remained strongly dominated by the ruling **CNDD-FDD** party, limiting meaningful electoral competition. Opposition parties faced structural challenges in consolidating their political presence. Internal divisions within the main opposition party, the **National Congress for Liberty (CNL)**, weakened the party's organisational cohesion during the campaign period. At the same time, several opposition parties formed electoral coalitions, including the coalition "**Burundi Bwa Bose**", reflecting efforts by smaller political parties to strengthen their electoral positioning within a constrained political space.

The year was also marked by operational challenges linked to a **national fuel shortage**, which increased transport costs and affected mobility for both political actors and civil society organisations. Despite these challenges, the electoral cycle created an important political moment in which debates around representation, governance and political participation became more visible in the public sphere.



Colombia: implementation of territorial governance agendas and legal reforms on political participation

In Colombia, 2025 marked the second year in office of local administrations elected for the **2024–2027 term**, shifting political attention from planning processes toward the implementation of **Territorial Development Plans**. These plans include commitments related to gender equality, peacebuilding and inclusive governance, creating new opportunities for civil society organisations and women’s groups to engage in monitoring public policy implementation at the territorial level. The context was also shaped by preparations for upcoming national elections scheduled for **2026**, as political parties and social movements began positioning ahead of the vote. Another significant contextual development in 2025 was the adoption of **Law 2453 of April 2025**, establishing measures to prevent, address and sanction **violence against women in politics**. The new law strengthens institutional mechanisms to protect women participating in political processes and is expected to influence political dynamics in both the 2025 Youth Council elections and the 2026 legislative and presidential elections. However, despite these institutional advances, structural inequalities and security challenges in some territories continue to affect the ability of women and civil society organisations to fully participate in political processes.

Myanmar: Increased reliance on civil society leadership amidst shrinking civic space

Myanmar’s political environment in 2025 remained highly restrictive following the military coup of February 2021. Armed conflict, surveillance and restrictions on civic space continue to severely limit opportunities for formal political participation and public advocacy. Civil society organisations, women’s rights networks and community leaders operate under conditions of insecurity, mobility restrictions and heightened political risk. The enforcement of the **2024 conscription law** further intensified pressure on communities, particularly affecting young people and families. In several areas, including Shan State, insecurity related to conflict dynamics, checkpoints and displacement continued to affect daily life and the ability of civil society actors to operate openly. Within this environment, civic space for women’s rights organisations remains constrained. Women human rights defenders and civil society organisations working on gender equality and protection issues face increased surveillance and operational limitations, reducing opportunities for open public advocacy. As a result, many organisations have shifted toward more discreet forms of coordination, service provision and community-level engagement. At the same time, the weakening of formal governance structures has increased reliance on community leadership and civil society networks to address local protection and governance challenges. Women leaders increasingly play informal leadership roles within communities, supporting awareness raising on women’s rights, facilitating access to services and responding to protection concerns affecting women and vulnerable populations. These developments illustrate the growing importance of civil society and women’s networks as key actors supporting communities in the absence of functioning democratic institutions.

Global context affecting Women, Peace and Security and civil society

At the global level, 2025 marked the **25th anniversary of United Nations Security Council Resolution 1325 on Women, Peace and Security**, prompting renewed international attention to women’s participation in peace processes and political decision-making. Despite this milestone, global evidence continues to indicate that women’s participation in formal peace negotiations remains limited and, in some contexts, declining. The global policy environment was also influenced by funding constraints affecting international development assistance. In the United Kingdom, official development assistance continued to remain below the 0.7% of Gross National Income target, reflecting broader budgetary pressures and shifting political priorities. These developments contribute to funding uncertainty for civil society organisations and women’s rights movements working on governance, peacebuilding and gender equality globally. Across programme countries, these contextual dynamics shaped the opportunities and constraints for women’s participation in political and peace processes, highlighting the importance of sustained support to women leaders, civil society networks and inclusive governance initiatives.

3. Reflection on Contextual, Programmatic and Organisational Risks

The LEAP4Peace programme continued to operate in complex and politically sensitive environments where security developments, political dynamics and organisational pressures directly influenced implementation across



Burundi, Colombia and Myanmar. Throughout the reporting period, partners monitored contextual, programmatic and safeguarding risks, while also tracking broader challenges affecting the global Women, Peace and Security (WPS) ecosystem.

Contextual and Programmatic Risks

In Burundi, the 2025 parliamentary and local elections shaped a sensitive political environment marked by the dominance of the ruling party and fragmentation within opposition groups. Political competition remained limited, affecting the broader space for women's political engagement. A nationwide fuel shortage further increased transport costs, constrained staff and participant mobility, and created logistical obstacles for planned activities. **In Colombia**, Security conditions in several regions continued to affect women leaders and civil society actors due to the presence of armed groups and localised violence. While national institutions remained open to engagement, the adoption of Law 2453 of 2025 on violence against women in politics introduced a transition period as institutions and political parties adjusted procedures and responsibilities. These shifts created uncertainties for implementation timelines and coordination with state actors. **In Myanmar**, the operating environment remained severely restricted due to ongoing armed conflict, surveillance and mobility constraints following the 2021 military takeover. Civil society partners continued to face risks linked to insecurity, displacement and the presence of armed actors, particularly in Shan State. Programme monitoring confirmed increased cases related to gender-based violence, domestic violence, human trafficking and conflict-related sexual violence. These conditions posed risks to participants and required careful planning for community-based engagements. Meanwhile, in the **Global WPS context**, international civil society networks reported increased financial pressures linked to reductions in development assistance and unpredictable donor funding cycles. This created risks for global advocacy coordination and the sustainability of WPS-focused organisations that inform and complement LEAP4Peace's international influencing work.

Safeguarding and SEAH Risk Management

All consortium partners maintained safeguarding standards aligned with internal policies, including codes of conduct, reporting channels and response procedures. Activities involving community members were implemented with attention to safety, confidentiality and context specific risk assessments. Across all countries, **no SEAH incidents related to programme activities were reported** during the period. Safeguarding remains a priority given the heightened vulnerabilities faced by women leaders and civil society actors, particularly in Myanmar and conflict affected regions of Colombia.

Materialised Risks and Mitigation Measures

Several risks identified at the start of the reporting period materialised. Despite these challenges, mitigation measures taken by consortium partners enabled programme continuity and safeguarded participants and staff.

- **Burundi:** Fuel shortages disrupted travel and increased operational costs. Partners adapted by adjusting scheduling, clustering activities geographically and prioritising essential engagements around the electoral calendar.
- **Colombia:** Territorial security concerns required partners to work through local organisations to select safe locations and adjust activity formats.
- **Myanmar:** Continued surveillance and conflict required discreet coordination, smaller group meetings, flexible workflows and ongoing safety checks for participants.

Impact on Programme Implementation

Contextual risks required adaptation of modalities but did not halt delivery. Across countries, programme objectives remained on track through context responsive adjustments.

- In **Burundi**, logistical adjustments allowed political dialogue and candidate support activities to continue during the election period.
- In **Colombia**, multiparty platforms and civil society dialogues proceeded with modified risk-management protocols.



- In **Myanmar**, implementation increasingly relied on community-level activities, informal leadership, decentralised structures and protection-focused work due to the absence of formal governance institutions.

Emerging and Evolving Risks

Several new risks were identified during the reporting period:

- **Myanmar:** Implementation of the 2024 conscription law heightened insecurity, particularly for youth and displaced families.
- **Burundi:** Administrative reforms redefining provincial structures and post-election political dynamics (e.g. the reversal to a de-facto one party state) may affect future governance arrangements and entry points for women's participation.
- **Global:** Continued uncertainty around international development financing poses a structural risk to civil society partners and WPS advocacy networks.

4. Progress Towards Key Indicators

During the reporting period, the LEAP4Peace programme continued to make progress toward its key indicators related to strengthening women's political participation, leadership and influence in political and peace processes. Across Burundi, Colombia and Myanmar, programme partners delivered a range of activities including leadership development initiatives, multi-party dialogue platforms, advocacy efforts and community-based protection mechanisms. At the global level, advocacy initiatives contributed to raising international attention to the Women, Peace and Security (WPS) agenda and the experiences of women leaders in fragile and conflict-affected contexts.

Burundi (BLTP)

In Burundi, programme activities focused on strengthening women's political participation and leadership in the context of the 2025 parliamentary elections. The programme supported **83 women candidates** through training sessions covering campaign strategies, electoral legislation and political advocacy. These capacity-building activities enabled women candidates to strengthen their preparedness for political competition and to engage more effectively with voters and political parties. In addition to candidate support, the programme facilitated the creation and consolidation of **26 multi-party Village Savings and Loan Associations (VSLAs)** involving approximately **650 women members from ten political parties**. These groups combined economic empowerment with cross-party collaboration, creating spaces where women could strengthen both their economic autonomy and political engagement. Furthermore, the programme also contributed to tangible outcomes in women's political representation. Among women involved in programme-supported networks, **four women were elected as Members of Parliament** and **three women were appointed as municipal executive secretaries**. Also, women candidates were placed in competitive positions on electoral lists, including **14 candidates placed first, 28 second and 41 third** on party lists for parliamentary elections. These activities contributed to strengthening the visibility and participation of women in political processes during the electoral cycle while also fostering cross-party collaboration among women political actors.

Intermediate outcome	Indicator target & achieved result 2025	Description of activities, results and explanation of any variation
Long Term Outcome 1: Women politicians effectively influence the community, political leadership and Burundian authorities to achieve quantitative and qualitative representation in national, provincial and municipal decision-making bodies		
RLT1.I1. Women are aware of the risk of not exercising their political rights	# of meetings organised Target 2025: 2 Result 2025: 2	Organised two half-yearly monitoring sessions in the five provinces: the first to discuss the level of continuation of VSLA activities after the withdrawal of project funds, the second to evaluate the collaboration between old and new VSLA groups initiated and supervised by these multi-stakeholder women.



RLT1.I2. Women are able to implement advocacy strategies	# of training session for new VSLAs Target 2025: 10 Result 2025: 9	Organisation of a two-day session for each of the 10 new multi-stakeholder groups initiated by the former VSLA . 9/10 planned sessions were organised, corresponding to the 9 new VSLA groups initiated by the former members during 2025.
RLT1.I3. Women are well represented in decision-making processes within their political parties	# of trainings for women candidates in the 2025 election Target 2025: 6 Result 2025: 5	Organised one two-day national workshop on strategic planning for the election campaign for 30 participants who are members of the election campaign leadership of the 15 political parties, 50% of whom are women.. The campaign chairs of all parties involved in the June 2025 elections and the chairs of the women's leagues of these parties were trained. Four out of five provincial workshops were organised. Given the size of the populations in each province, participants from Gitega and Cankuzo provinces were grouped together in Gitega. The number of participants per province depended on the number of female candidates ranked first, second and third who were the target audience for these provincial workshops.
RLT1.I4. 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.	Dissemination of gender sensitive political programmes for the 2025 elections Target 2025: 5 Result 2025: 1	Organisation of five radio programmes with five community radio stations each in which women who are potential candidates for the 2025 parliamentary elections talk about the contribution of women elected in the elections to governance. Only one (out of five planned) radio programmes was broadcasted with Radio Humuriza FM for women candidates in Gitega and Buhumuza. The remaining four could not be done because the relevant radio stations withdrew, some for reasons linked with unaligned editorial lines/focus (e.g. the Makamba community radio station cited sports as its focus) In other provinces, radio stations lacked participants because women in these provinces prioritised mass meetings in stadiums and public squares. Others just feared reprisals by public authorities
	Support women in developing public awareness messages for international women's rights events Target 2025: 1 Result 2025: 1	Involve women involved in VSLA in the celebration of the day in their respective provinces.
		Official handover between VSLA groups supported by the BLTP and new multi-stakeholder groups initiated



		and supported by those trained, transferring their own start-up capital to them. .
LONG-TERM RESULT 2: Burundian political and government actors implement policies and practices to enable women to access decision-making positions		
RLT2.I1. The government adopts policies and practices that promote the participation of women in decision-making bodies	# of meetings with relevant government bodies Target 2025: 4 Result 2025: 3	Organisation of four quarterly planning, monitoring and evaluation meetings with the 10 members of the joint BLTP/Ministry technical committee . Three (of four planned) meetings were organised with the Mixed BLTP /Technical Committee of the Ministry in charge of human rights and political parties . A fourth (unplanned) meeting was organised for the focal points of the political parties who are the programme's contacts within the political parties.
RLT2.I2. Political parties adopt policies and practices that promote women's participation in decision-making bodies.	# of post-electoral sessions/ workshops to evaluate women's participation in 2025 elections Target 2025: 5 Result 2025: 4	Organisation of five one-day provincial workshops for 30 participants (provincial party leaders and women's league leaders) to evaluate their participation in the 2025 elections. Four (of five workshops planned) were organised. Participants from Gitega and Buhumuza provinces were grouped together in Gitega
		Organisation of one national one-day workshop for 40 participants to evaluate women's participation in the 2025 elections .
RLT2.I3. Stronger and broader alliances are established between CSOs, including religious denominations and women's political structures/organisations.	# of workshop to strengthen the ownership of project results & achievement Target 2025: 1 Result 2025: 1	Organisation of a national workshop with the various stakeholders to reflect on the results of the project and how to capitalise on them.

Colombia (NIMD Colombia)

In Colombia, the implementing partner, NIMD Colombia, focused on strengthening women's participation in political decision-making and promoting multistakeholder dialogues in the reporting period. It facilitated **35 multi-stakeholder dialogue platforms** that brought together **371 political actors** from political parties, civil society organisations and government institutions. These dialogue spaces created opportunities for political actors to discuss gender equality, women's political participation and the prevention of violence against women in politics. These processes contributed to the development of **21 agreements promoting women's participation in political processes**. The programme also strengthened the participation of women's organisations in public policy discussions. A total of **204 women's organisations** participated in programme activities, of which **162 organisations strengthened their advocacy and lobbying capacities**, enabling them to engage more effectively with public institutions on issues related to gender equality and peacebuilding.

A key institutional platform supported by the programme is the **District Multiparty Gender Roundtable in Bogotá**, which brings together representatives from **18 political parties and movements**. In 2025, five dialogue sessions



were organised within this platform, including the **Women Leaders' Summit**, which engaged **155 political actors** in discussions on strengthening women's leadership and addressing violence against women in politics.

Intermediate outcome	Indicator target & result 2024	Description of activities, results and explanation of any variation
Outcome 1		
2.1. Political actors implement internal gender-equality regulations	2025 target: 0 <i>political actors</i> Target 2025: 0 Result 2025: 2	With the support of the LEAP4Peace program in Colombia, as of September 2025, two political actors implemented measures that are part of their action plans: 1. Women's Caucus of the Local Administrative Board of La Candelaria: As part of its action plan, which includes women's political participation and advocacy in decision-making spaces as strategic lines, the Caucus identified the need to strengthen its capacities in two main areas: <i>firstly</i> in understanding and identifying violence against women in politics (VCMP), as well as knowledge and application of Law 2453 of 2025, and <i>secondly</i> in political control and local advocacy, which are fundamental for implementing the actions defined in its action plan, NIMD Colombia carried out these training sessions as technical support for the implementation of the plan. 2. Women's Caucus of the Local Administrative Board of Bosa: As part of its action plan, which includes gender-based violence as a thematic area, the Caucus identified the need to strengthen its capacities in understanding and identifying violence against women in politics (VCMP), as well as knowledge and application of Law 2453 of 2025. NIMD Colombia provided this training as technical support for the implementation of the plan. There is a deviation from the target set for 2025, given that the process initiated with the Women's Caucuses of the Local Administrative Boards of La Candelaria and Bosa, which made progress in the implementation of their action plans, was continued.
2.2. Political actors develop internal gender equality regulations	# of political actors Target 2025: 0 Result 2025: 2	A total of two political actors have developed internal measures on gender equality: the Women's Caucuses of Local Administrative Boards of Bosa and La Candelaria, both in Bogotá, developed their action plans with the support of NIMD Colombia and the District Secretariat for Women. The caucuses are collegiate with bodies and operate at the local level. <i>*Clarification: the results of indicators IO 2.3 and 2.2 are not cumulative. The political actors involved are part of a process in different phases that began in 2021 and is still ongoing.</i>



2.3. Political actors assess their status on gender equality	# political actors trained Target 2025: 0 Result 2025: 1	
Outcome 2		
3.1. Political actors jointly advocate for the implementation of gender equality agenda	# of advocacy initiatives carried out by political actors Target 2025: 0 Result 2025: 1	As of September 2025, one communications campaign was developed by the Bogotá Multiparty District Gender Roundtable (MDMG)¹: With technical support from NIMD Colombia, the MDMG Committee designed and implemented a communications strategy aimed at encouraging young women to run as candidates in the Local Youth Council elections. The strategy included information about the electoral process, how to register through political parties, and a video featuring women from the parties, on the importance of increasing young women presence in these spaces. This joint initiative was considered a priority, given that elections are being held this year, and its implementation contributes to increasing the political participation of young women and advancing the strategic objectives defined by the Committee. There is a deviation from the target set, given that during this period the Multi-Party District Gender Committee's Action Plan for 2025 was formulated. As part of this process, the Committee defined communications as one of its priorities, which led to the development of a communications strategy aimed at promoting the participation of young women as candidates in the Local Youth Council elections. This demonstrates the Committee's strengthened capacity to plan and implement actions that promote women's political participation.
3.2. Political actors develop joint gender equality agenda	# of agreements reached as result of dialogue platform meeting Target 2025: 1 Result 2025: 2	Over the past five years, NIMD Colombia, through the LEAP4Peace program and in partnership with the District Secretariat for Women, has promoted the District Multiparty Gender Roundtable in Bogotá. In 2025, two multiparty agreements were reached: participants unanimously approved the guidelines for the functioning of the dialogue space, and consolidated their Action Plan for 2025 , a tool that structures the actions of the space and demonstrates the coordinated work between women from different parties, covering: (1) Programmatic and advocacy, (2) Knowledge management, and (3) Communications.
3.3. Political actors have a safe space for	# of political actors participating in dialogue spaces	155 political actors participated in dialogue tables: 18 political parties and movements at the district level; 18 political parties and movements at the national level; 56 representatives of collegiate

¹ The District Multiparty Gender Roundtable is a multiparty space at the local level that brings together delegates from 18 political parties with a presence in the city of Bogotá.



discussing gender-equality issues	Target 2025: 8 Result 2025: 155	bodies (municipal councils and departmental assemblies); 43 local executives representatives (mayors); 3 departmental (governors' offices); 17 representatives of the executive branch at the national level (ministries, agency directorates, units, administrative departments); and 13 congressmen participated in the five multiparty dialogue spaces. In total, 183 people participated: 19 technical and 37 high-level at the national level; 35 high-level at the departmental level; and 18 technical and 74 high-level at the local level. <i>*Explanatory note: the results of the IO 3.3 indicators are not cumulative. The political actors involved are part of a process in different phases in which they will continue to work, although new political actors may be added.</i>
	# of spaces for dialogue Target 2025: 3 Result 2025: 5	As of September 2025, five multiparty dialogue sessions were held in the District Secretariat for Women, the Ministry of the Interior, and the International Cooperation Gender Roundtable: • 1 National Multi-Party Women's Roundtable: 26 people from 18 different political parties and movements (7 high-level officials, 19 technical) at the national level. The session presented the responsibilities for implementing Law 2453 of 2025 for political parties and state entities such as the Ministry of the Interior and the National Electoral Council. • Three District Multiparty Gender Roundtables in Bogotá: 25 women from 18 different political parties and movements (7 high-level and 18 technical) at the district level. Meetings covered the roundtable's operation guidelines, consolidated 2025 action plan, and the communications campaign. • 1 Summit of Women Leaders for Equality: 132 political actors participated: 56 representatives of collegiate bodies (municipal councils and departmental assemblies); 43 representatives of the executive branch at the local level (mayors); 3 representatives of the executive branch at the departmental level (governors); and 17 representatives of the executive branch at the national level (ministries, agency directors, units, administrative departments); and 13 congressmen. Nine political parties were represented at the event. The summit established a dialogue on the challenges faced by female leaders in different contexts across the country in exercising their political leadership. Thanks to joint work with the District Secretariat for Women and the Ministry of the Interior, these dialogue tables have continue to bring together political actors around the agenda for women's rights and the political participation of underrepresented groups.



4.2. Women CSOs/feminists organisations develop joint gender equality agenda	# of multi-stakeholder dialogue/spaces/meetings Target 2025: 0 Result 2025: 11	As of September 2025, two multi-stakeholder dialogue meetings were held, in partnership with MLIMPAL Colombia, as part of phase 3 of the women's advocacy in the formulation and monitoring of public policies in the department of Meta, in the municipalities of Guamal and Granada. In these spaces, women were given priority and were able to share their main concerns regarding women's rights with local authorities, who agreed to continue this joint work in subsequent meetings. Forty-one social leaders and 13 political actors participated in these meetings, including councilwomen and representatives of the municipal and departmental government. These meetings were held in partnership with the International League of Women for Peace and Freedom - LIMPAL Colombia. A total of 54 people participated in these meetings, broken down as follows: 40 women, 1 man, and 18 who did not report their gender. Broken down by age, 46 are 29 years old or older, 5 are 28 years old or younger, and 4 did not report their age. <i>*Clarification: not all women report the type of actor, their institutional affiliation, or their age.</i> There is a deviation from the proposed target, given the work carried out in partnership with LIMPAL Colombia and aimed at women's organizations to influence the formulation and monitoring of public policies for women in their municipalities. This work was an important continuation of the previous advocacy work carried out in 2024 on the Development Plans.
	# L&A study shared with political actors Target 2025: 1 Result 2025: 1	In September 2025, a report was shared that was jointly prepared by Transparency for Colombia, the National Electoral Council (CNE), and NIMD Colombia, which compiles a compendium of good practices for gender-focused political participation. The findings in this document are the result of technical roundtables held in 2024, which aimed to identify barriers and compile good practices to strengthen equity in women's political participation, with an emphasis on violence against women in politics. The document was shared with CNE officials with the aim of promoting internal actions for the proper implementation of Law 2453 of 2025 on violence against women in politics. This report was produced within the framework of the work of the Observatory on Violence Against Women in Politics, which has been monitoring the prevalence of such violence in the country for the last five years.
4.3. Women	# of women's civil	As of September 2025, NIMD Colombia has contributed to



CSOs/feminists movements have capabilities for lobby and advocate political actors	<i>society organizations strengthening their capacities</i> Target 2025: 2 Result 2025: 67 ²	strengthening the lobbying and advocacy capacities of 67 women's civil society organizations, which participated in an advocacy process for the formulation and monitoring of public policy for women in their municipalities, carried out in partnership with the International League of Women for Peace and Freedom (LIMPAL Colombia) and, on the other hand, in a process of building joint agendas to advocate for and territorialize the National Action Plan for the implementation of United Nations Security Council Resolution 1325, carried out in partnership with ICCO Conexión. Thus, women's organizations prepared to strengthen their capacities, formulate proposals, and monitor the guarantee of women's rights and peace. The process carried out in partnership with LIMPAL was developed in three phases in the departments of Bolívar, Meta, and Cauca. The process carried out in partnership with ICCO Conexión was developed in two phases in Nariño and La Guajira. Of these 67 women's civil society organizations, 36 are formal and 31 are informal. There is a deviation from the proposed target as a result of the work carried out in partnership with LIMPAL Colombia, aimed at strengthening the capacities of women's organizations and their impact on the formulation and monitoring of public policies for women in their municipalities. This process was significantly expanded with the aim of continuing and building on the progress made in 2024 in influencing Territorial Development Plans. In addition, the partnership established with ICCO Conexión broadened the scope of actions, enabling work with new women's organizations in consolidating advocacy agendas for the National Action Plan for the implementation of United Nations Security Council Resolution 1325.
	<i># of women's civil society organizations included in the program</i> Target 2025: 0 Result 2025: 34	As of September 2025, NIMD Colombia has included a total of 67 women's civil society organizations in its activities: Within the framework of the working partnership with the International League of Women for Peace and Freedom (LIMPAL Colombia), representatives from 34 women's civil society organizations participated in an advocacy process focused on the formulation and monitoring of public policies for women in their municipalities.

² Explanatory notes: *We count as women's civil society organizations those reported by women on the attendance list. It is important to mention that there are 1, 2, 3, or more women representatives per illegal organization.

*The results of the IO 4.3 indicators are not cumulative. Civil society organizations (CSOs) led by women involved are part of a process in different phases.



		This process was carried out in three phases in the departments of Cauca, Bolívar, and Meta. In 2024, thanks to this partnership, the organizations were able to influence territorial development plans. In 2025, the process moved towards articulation with public policies, a significant step because these policies offer a broader and more binding framework that ensures continuity of what has been achieved in development plans, expands the impact of local agendas, and strengthens the capacity of women's organizations to demand sustained compliance. Of these 34 women's civil society organizations, 19 are formal and 15 are informal. Additionally, in coordination with Conexión ICCO, representatives of 33 women's civil society organizations participated in two sessions in the departments of Nariño and La Guajira, with the aim of strengthening the advocacy and citizen control capacities of women social leaders for the mobilization of the Women, Peace, and Security agenda and the territorialization of the National Action Plan of Resolution 1325. Of these 33 ³women's civil society organizations, 17 are formal and 16 are informal.
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Myanmar (NIMD and GEN)

In Myanmar, Gender Equality Network and Netherlands Institute for Multiparty Democracy (Myanmar) continued to strengthen women's leadership, protection mechanisms, and policy influence despite the highly restrictive political environment. Through training, mentoring, and advocacy coordination, women-led organisations strengthened their ability to engage in legal reform, protection advocacy, and political dialogue at subnational, regional, and international levels.

A key achievement was GEN's facilitation of drafting consultations for the Women's Protection Law in Karenni State, ensuring inclusive definitions, survivor-centered mechanisms, and formal recognition of women-led CSOs within an ethnic interim governance structure. Through the Jakarta ASEAN advocacy mission, GEN also mobilised frontline women peacebuilders into strategic dialogues with ASEAN diplomatic actors, UN agencies, and international partners, contributing to stronger regional attention on women-led cross-border aid access and concerns around the junta's planned elections. Regional coordination on justice and accountability was further strengthened through GEN's role in the Alliance Against CRSV Annual Meeting in Chiang Mai and global platforms such as the Melbourne Justice Denied Platform and the Leap for Peace Global Closure Event in Colombia.

In parallel, NIMD Myanmar strengthened community leadership through the Women Peace Ambassador (WoPA) network. Nine networking meetings, with participation ranging from 32 to 36 women leaders per meeting, resulted in 13 joint action plans addressing women's leadership, gender-based violence, and community advocacy. WoPA members also implemented 22 community-based initiatives, including awareness-raising campaigns, mediation activities, and advocacy efforts aimed at strengthening women's rights and local protection mechanisms. During the reporting period, the WoPA network referred 151 cases related to gender-based violence and protection concerns to relevant service providers, significantly exceeding the annual target of 50 cases, while

³ *Explanatory notes: We count as women's civil society organizations those reported by women on the attendance list. It is important to mention that there may be 1, 2, 3, or more women representing the same civil society organization*



61 cases received direct support through programme resources. Together, these results demonstrate progress toward LTO2, with women-led CSOs and women leaders moving from participation and consultation toward actively shaping protection frameworks, advocacy priorities, and democratic peacebuilding processes at both community and international levels.

Intermediate outcome	Indicator target & achieved result 2025	Description of activities, results and explanation of any variation
Gender Equality Network (GEN)		
Long Term Outcome 1: Women are represented in decision-making roles for peacebuilding		
Network of peace ambassadors are established and functional.	# of dedicated coordination platform developed Target 2025: 1 Result 2025: 1	Building on earlier coordination via Signal and Zoom, GEN operationalized one secure, dedicated online platform for women peacebuilders and WHRDs in 2025. The platform was used to discuss digital safety practices, local WPS initiatives, coping strategies, and to facilitate rapid coordination in response to escalations related to increased militarization during and after the junta's election period. It also enabled sharing of security updates, dissemination of advocacy messages, and peer-to-peer support among women leaders inside Myanmar and in displacement.
	# of networking meetings organized Target 2025: 0 Result 2025: 3	GEN organized three networking and coordination meetings in 2025: One two-day Coordination Workshop in Mae Sot (21–22 May 2025), bringing together 32 participants, including women peacebuilders, representatives from NUG ministries, CSOs, and women's rights organizations, to co-develop reporting, referral, and coordination systems for GBV/CRSV across geographically fragmented territories. One ASEAN advocacy mission in Jakarta, enabling frontline peacebuilders from conflict-affected areas to jointly articulate cross-border humanitarian and protection concerns. One coordination convening during the Alliance Against CRSV Annual Meeting in Chiang Mai, where survivors and advocates from multiple regions co-developed a collective political strategy and Terms of Reference for regional coordination on justice and protection.
	# of knowledge sharing Forum conducted. Target 2025: 1 Result 2025: 1	One knowledge-sharing forum was effectively conducted through integration into the Alliance Against CRSV Annual Meeting. This forum enabled women peacebuilders to share experiences, deepen understanding of WPS, GBV, CRSV, and SHEA issues, and collectively develop strategic and political priorities for regional coordination. Minor Variation: The forum was delivered in an integrated format rather than as a standalone activity, reflecting security and operational considerations.
Peacebuilders collaborate to jointly identify challenges and priorities for women's meaningful participation in democratic	# of training sessions conducted Target 2025: 2 Result 2025: 2	Due to operational prioritization and evolving needs in conflict-affected and displacement contexts, GEN adapted its approach by emphasizing direct support to locally led initiatives and community-level impact rather than convening separate capacity-strengthening (2) training sessions for women peacebuilders during 2025.



peacemaking processes		
	# of local WPS initiatives financially supported Target 2025: 2 Result 2025: 2	GEN provided financial support to two women-led local WPS initiatives in 2025 through targeted sub-grants: 1. Dawn Peace Foundation (DPF) implemented WPS and GBV awareness sessions, livelihood trainings, and dignity kit distribution in Kachin IDP and village communities, reaching over 450 beneficiaries. The initiative contributed to shifts in harmful gender norms, improved women's emotional security, and strengthened community engagement on GBV prevention. 2. Blooming Padauk, operating along the Thai–Myanmar border in Mae Sot, strengthened WPS literacy and emotional safety among migrant and activist women through community dialogues with GBV service providers, digital storytelling, and income-generating handcraft trainings. The initiative expanded awareness, strengthened links to protection actors, and reduced economic vulnerability. Across both initiatives, women peacebuilders demonstrated leadership and agency as frontline actors driving social norm change, engaging men and community leaders, and advancing women's protection and participation. <i>In addition to financial support to two women-led initiatives, GEN provided strategic accompaniment to Alin Yaung, enhancing cross-border networking and access to potential funding opportunities.</i>
Outcome 2: Supportive policy environment for women's representation and participation in peacebuilding		
CSOs working for Gender Equality and Women Rights to collaborate on a joint advocacy agenda on gender sensitive policies, procedures and practices in the democratic peace-making processes	Engage and organise CSOs to work collectively for advocacy # of CSO coalitions partnered with for joint advocacy Target 2025: 1 Result 2025:1	In 2025, GEN continued to lead and coordinate the Women Advocacy Coalition–Myanmar (WAC-M), strengthening its role as a women-led collective advocating for gender justice and protection. GEN facilitated coalition-based advocacy that ensured voices of women from conflict zones, IDP communities, and border areas were represented in national, regional, and international policy spaces. One CSO coalition (WAC-M) was actively partnered and coordinated throughout the year.
	# of joint policy and/or advocacy materials developed Target 2025: 1 Result 2025: 5	WAC-M issued 5 joint advocacy statements responding to escalating airstrikes, the military junta's sham election, and shrinking civic space for women and WHRDs. In addition, the coalition provided direct feminist policy inputs to the NUG⁴ and ethnic actors, including inputs related to Women's Protection Law, GBV case management guidelines, and PSHEA policy implementation Minor deviation to targeted plan due to intensified advocacy needs and political developments.
	# of collective advocacy initiatives	GEN and WAC-M implemented sustained collective advocacy through:

⁴ NUG; National Unity Government



	implemented with WAC-M Target 2025: 1 Result 2025: 10	• More than 10 strategic briefings and bilateral advocacy dialogues with UN mechanisms, INGOs, ASEAN-affiliated forums, diplomatic missions, and women mediator networks. • Cross-border policy engagement in Chiang Mai, Bangkok, and Jakarta, positioning Myanmar women's demands within regional security and diplomatic discourse. These actions demonstrate organized, coalition-based advocacy beyond ad-hoc engagement. Multiple collective advocacy initiatives were implemented due to GEN's expansion of advocacy scope and reach.
	International lobby and advocacy # of international or regional advocacy platforms engaged (CSW, WPS Week, ASEAN CSC) Target 2025: 3 Result 2025: 7	In 2025, GEN engaged women peacebuilders and CSOs across multiple international and regional advocacy platforms. These included: 1. UN Commission on the Status of Women (CSW69), New York (March 2025) – co-organization of two high-level feminist side events at UN Headquarters. 2. ASEAN advocacy mission, Jakarta (June 2025) – closed-door policy dialogues with ASEAN actors, UN agencies, and international missions. 3. Regional and global justice and feminist platforms, including: ○ Alliance Against CRSV (Chiang Mai) ○ Global Justice & CRSV Accountability conference (Melbourne) ○ South–South Feminist Solidarity dialogue (Bogotá) These engagements positioned Myanmar women's protection and political participation priorities within ASEAN, global justice, and South–South feminist spaces. Positive deviation: Exceeding the planned target of 3, due to expanded advocacy opportunities and increased demand for Myanmar women's representation.
	# of advocacy meetings / forums (in-person or virtual) organized or participated in Target 2025: 3 Result 2025: 8	GEN organized or participated in multiple in-person advocacy meetings and forums in 2025, including: • Women's Protection Law consultation with Karenni transitional governance institutions (Mae Hong Son, June 2025) • Women, Peace and Security Forum with 50 participants (Bangkok, September 2025) • Alliance Against CRSV strategy convening (Chiang Mai, August 2025) • CSW69 side events (New York, March 2025) • ASEAN advocacy dialogues (Jakarta, June 2025) • Global justice and South–South feminist convenings (Melbourne and Bogotá) These forums facilitated policy-shaping dialogue, legal reform processes, regional solidarity-building, and direct engagement between women peacebuilders, CSOs, and governance and diplomatic actors. Positive deviation, 8 advocacy meetings/forums conducted due to increased visibility and advocacy outreach of GEN.



NIMD Myanmar		
Intermediate outcome	Indicator target & achieved result 2025	Description of activities, results and explanation of any variation
Long Term Outcome 1: Women are represented in decision-making roles for peacebuilding		
Peace ambassadors collaborate to jointly identify challenges and priorities for women's meaningful participation in formal peace structures.	# women (aspiring) leaders trained Target 2025: 42 Result 2025: 42	The project initially targeted participation from 42 Women Peace Ambassadors (WoPA). Despite challenges caused by conflict-related displacement and limited internet and electricity access in some areas, most WoPA members have continued to actively participate in the monthly networking meetings whenever possible. On average, 35–38 WoPA attended each session.
Network of peace ambassadors are established and functional.	# multi-stakeholder dialogue/platform meetings Target 2025: 6 Result 2025: 9	Due to the demand of the local context in which more engagement were requires to address violence across the conflict areas, Women peace ambassadors and relevant stakeholders had more meetings than targeted during the project period.
Network of peace ambassadors are established and functional.	# agreements reached as a result of dialogue platform meeting Target 2025: 2 Result 2025: 15	42 WoPAs ⁵ discussed and agreed on 13 action plans with specific targets to implement their initiatives in their respective areas in 2025 regarding WPS issues, in which one referral guidelines and one service mapping were established, reaching to the total of 15 agreements.
Network of women peace ambassadors advocate jointly for women nomination and participation in the formal peace process at various levels.	# of advocacy initiatives carried out by political actors Target 2025: 50 Result 2025: 151	As the formal peace process remains controversial under the SAC-led framework, this indicator was revised from original plan. The indicator was originally designed to measure advocacy initiatives by political actors, but was revised in 2025 to track # of cases handled or referred by WoPAs (former politicians, democratic activists) due to conflict, limited civic space, and restricted access to formal advocacy channels. A total of 151 WPS-related cases in Myanmar (Shan State) were referred and handled by WoPAs, exceeding the target of 50. Referrals followed established guidelines and covered 14 types of support, including healthcare, psychosocial support, legal assistance, safe shelter, mediation, and access to justice. 15% of cases involved counselling, while 13% related to healthcare and knowledge support. All cases focused on protecting women from violence and supporting recovery in conflict areas and were handled collaboratively by WoPAs. Despite significant challenges in engaging armed groups due to escalating conflict and political polarization, WoPA continued to advocate with ethnic leaders and ethnic resistance organizations (EROs) for the protection of women and girls and for women's participation in leadership and decision-making processes.

⁵ Please note that the WPS issues addressed by WoPA (Women Peace Ambassadors) vary significantly across conflict-affected contexts and involve engagement with diverse and often sensitive stakeholders. Even seemingly simple discussions require careful assessment, trust-building, and deliberate dialogue, given the underlying risks and complexities they navigate.



International Lobby and Advocacy (GAPS)

GAPS, as a UK based civil society network working across the Women, Peace and Security (WPS) agenda, continued to play a central role in shaping UK and global engagement on WPS throughout 2025. Under the new Labour Government, the UK reinstated formal parliamentary reporting on its Fifth National Action Plan on WPS—an important accountability mechanism restored following sustained advocacy from GAPS and partners. As a ‘critical friend’, GAPS maintained close engagement with the Foreign, Commonwealth and Development Office (FCDO), contributing to renewed scrutiny of NAP implementation through cross Whitehall working groups and continued monitoring of government commitments, especially in the context of persistent aid reductions and reduced opportunities for structured civil society input. These engagements ensured that evidence and lessons from the LEAP4Peace programme continued to inform UK policy discussions and highlighted ongoing gaps in the UK’s support to women’s participation in Myanmar, Colombia and Burundi.

At the global level, 2025 marked the 25th anniversary of UNSCR 1325, offering a significant moment to amplify feminist perspectives and the insights generated across LEAP4Peace. Throughout the year, GAPS used the LEAP4Peace Paper Series—comprising country reports from Burundi, Colombia and Myanmar, alongside a global synthesis paper—to strengthen international advocacy. These knowledge products were deployed in bilateral meetings with UK and Dutch policymakers, in UN policy spaces, and across civil society networks, reinforcing the centrality of locally led evidence to effective WPS implementation. GAPS’ contributions to UK Government WPS Inter-Departmental Group meetings, Dutch Ministry of Foreign Affairs consultations, and UN Women led WPS coordination spaces helped ensure that programme findings shaped broader discourse on women’s participation, civic space, and feminist peacebuilding.

A major achievement in 2025 was GAPS’ participation in the LEAP4Peace end of year workshop in Bogotá, which brought together consortium partners, women’s rights organisations (WROs), and representatives from the Netherlands Embassy. The workshop facilitated cross-country learning, collective reflection on political shifts and security dynamics, and the exchange of practical strategies for enhancing women’s political leadership. It strengthened relationships across the consortium and reinforced the visibility of WROs within international WPS advocacy, highlighting GAPS’ continued commitment to meaningful partnership and solidarity across diverse conflict-affected contexts.

GAPS also continued to expand its communications and knowledge-sharing reach through the **Mind the GAPS** podcast. Throughout 2025, the team recorded Season 4—produced to coincide with the 25th anniversary of the WPS agenda—ensuring that women peacebuilders and feminist experts remained central to global conversations on peace, participation, and security. The podcast’s continued growth reinforced its role as an influential public platform, connecting policymakers, academics, and civil society audiences to lived-experience perspectives and programme-generated knowledge. Despite organisational challenges, including staffing transitions linked to wider funding cuts across the UK aid sector, GAPS ensured continuity in programme delivery during the final phase of LEAP4Peace. Strong handover processes and coordinated internal management enabled the successful completion of key activities, from knowledge dissemination to global advocacy engagement. Through these efforts, GAPS contributed to strengthening an enabling environment for women’s leadership and participation in peace and political processes—ensuring that the legacy of LEAP4Peace continues to shape WPS policy and practice beyond the programme’s lifetime.

Intermediate outcome	Indicator target & achieved result 2025	Description of activities, results and explanation of any variation
LONG-TERM OUTCOME 2		
Global Knowledge Product Dissemination: increased knowledge and evidence on barriers and enablers to women’s	Continued dissemination of global knowledge product Target 2025: 4 Result 2025: 4	Building on the launch of the LEAP4Peace Paper Series in late 2024, GAPS focused in 2025 on the dissemination and use of these knowledge products. Staff time was dedicated to targeted advocacy, bilateral meetings with policymakers and donors, and



participation in peace and political processes		the integration of findings into public communications and events. The papers were shared through strategic platforms, including WPS Week, international policy dialogues, and consortium partner channels. A total of at least 4 moments of initiatives were achieved. Activities were implemented as planned. Minor delays in dissemination were due to scheduling of advocacy opportunities later in the year.
Targeted Govt Activities: Increased engagement of donors and policymakers to safeguard WPS and gender equality funding	# studies for evidence-based L&A disseminated to political actors Target 2025: 0 Result 2025: 4 # of international advocacy initiatives carried out by CSOs Target 2025: 1 Result 2025: 4	GAPS undertook targeted advocacy with UK policymakers and donors to ensure that gender equality and WROs remained protected within reduced aid budgets. Staff time was used to monitor aid policy developments and to provide input to donor consultations. No deviation.
Strengthened collaboration and visibility of women's rights organisations (WROs) in peace and security advocacy	# of other CSOs included in the programme activities Target 2025: 2 Result 2025: 15 # of other CSOs with increased L&A capacities Target 2025: 0 Result 2025: 5	GAPS participated in the LEAP4Peace end-of-year workshop in Colombia (July 2025), dedicating staff time to preparation, facilitation and engagement with WROs and consortium partners. The workshop focused on reflecting on changing contexts, leadership experiences, and strategies for women's inclusion in peacebuilding. The activity was delivered as planned, with strong participation from country partners and local civil society.
	Podcast	<i>Releasing Season 3 episodes. Planning and recording of season 4.</i> Delay in recording and releasing due to staff turnover.
	Capacity strengthening workshops Target 2025: 4 Result 2025: 4	Quarterly consortium meetings. Online training on priorities for knowledge agenda. Specific support to partners on demand. GAPS has attended all consortium and steering group meetings and participated in virtual bilateral meetings with NIMD Colombia, BLTP & GEN Myanmar during 2025.
	International conference (closing of programme) Target 2025: 1 Result 2025: 1	Supported on engagement for the Agenda for the meeting in Bogota for the closing of the Programme, as well as participating in Bogata in July.

5. Reflection on Progress Towards Targets

Across Burundi, Colombia and Myanmar, the LEAP4Peace programme made substantial progress toward its



planned 2025 targets, despite operating in politically complex and, in some cases, highly restrictive environments. Overall, most targets were achieved or exceeded, and variations in performance were directly attributable to context-specific political and security conditions rather than weaknesses in programme design or implementation. While quantitative achievements varied, partners across the consortium—including GAPS, GEN, NIMD Colombia, BLTP and NIMD Myanmar—collectively advanced women’s political participation and contributed to advocacy gains at local, national and global levels.

In **Burundi**, progress toward electoral and leadership targets reflected the opportunities presented by the 2025 election cycle. Programme-supported women candidates improved their political engagement and visibility, and multi-party VSLA networks enabled women from 10 political parties to build trust across partisan divides. However, reflections indicate that broader political constraints—particularly the dominance of the ruling party—shaped the competitiveness of the space, influencing how far programme efforts could translate into structural shifts. The advocacy efforts led by BLTP, aligned with national strategies, helped maintain engagement with political actors even as operational challenges such as the national fuel shortage required logistical adaptations.

In **Colombia**, progress exceeded expectations where civic space allowed robust advocacy and mobilisation. The unusually high participation of 204 women’s organisations and the development of 21 agreements within 35 dialogue platforms reflected favourable institutional conditions, including the implementation of Law 2453 of 2025. At the same time, reflections show that persistent territorial insecurity limited consistent engagement in high-risk regions, creating geographical unevenness in progress. Advocacy work by NIMD Colombia, particularly through the District Multiparty Gender Roundtable and coordinated engagement with national institutions, helped strengthen state responsiveness to violence against women in politics, complementing leadership and dialogue targets.

In **Myanmar**, the progress cannot be assessed solely through formal political benchmarks. The restricted post-coup environment required a complete shift from institutional engagement to community-based influence. Despite this, the Women Peace Ambassador network developed 13 action plans, delivered 22 community initiatives, and referred 151 protection cases—triple the target—demonstrating that community legitimacy became the primary avenue for influence. GEN’s national and cross-border advocacy sustained visibility for Myanmar women’s rights and ensured that evidence from local networks informed transitional governance actors and regional platforms. These outcomes reflect a redefinition—not a reduction—of progress in a severely repressive context.

At the global level, **GAPS’** advocacy contributions complemented country-level progress by ensuring that lessons from all three contexts remained visible within international policy spaces. The LEAP4Peace Paper Series, global WPS engagements and coordinated policy dialogues enabled national insights to shape international debates on women’s participation and protection. This cross-level reinforcement confirmed that global advocacy was an essential complement to national progress, especially where domestic political conditions were restrictive.

Reflecting across all contexts, differences in progress were directly attributable to political opportunity: open civic space enabled alignment with original targets; restricted environments required shifts toward community protection, informal governance and international advocacy. Despite these variations, consortium partners-maintained momentum toward long-term outcomes by adapting modalities to local realities and sustaining advocacy across all levels—community, national and global.

6. Reflection on the Theory of Change

As LEAP4Peace concludes, reflection across Burundi, Colombia and Myanmar confirms that the programme’s Theory of Change (ToC) remained relevant and effective, while requiring deliberate adaptations to remain operational under highly diverse political conditions. The ToC’s central premise—that strengthening women’s leadership, facilitating dialogue, and linking local action to global advocacy increases women’s influence in political



and peace processes—was validated in practice, though the pathways through which these outcomes were achieved differed substantially between contexts.

In **Burundi** and **Colombia**, where political space remained relatively open, the ToC functioned largely as originally designed. Strengthening women's leadership translated directly into enhanced participation in electoral processes, party structures and institutional dialogue platforms. Multi-party forums operated as intended, enabling structured engagement between women leaders, political parties and state institutions. These contexts reaffirmed the ToC's assumption that change can be advanced through formal political channels when civic space is accessible.

In contrast, implementation in **Myanmar** required significant adaptation. Formal democratic institutions remained inaccessible because of the post-coup context, and the ToC's pathway based on engagement with state structures could not be applied. Partners therefore shifted to an alternative route fully consistent with the ToC's intent: strengthening women's leadership and networks as agents of community governance, protection and social mediation. The Women Peace Ambassador network demonstrated that, even in the absence of institutional entry points, empowered women leaders can sustain influence through informal governance mechanisms and community legitimacy. This adaptation did not alter the ToC's logic but reconfigured the mechanisms through which influence could be realised.

The programme's experience also reinforced the relevance of the ToC's assumption that combining local action with global advocacy amplifies women's political voice. Through research and policy engagement, GAPS ensured that evidence from all contexts informed international Women, Peace and Security discussions, demonstrating that global advocacy remains a critical pillar even when domestic political environments shift.

Overall, the programme's endline reflection confirms that the ToC was both **relevant and resilient**, provided it was applied with flexibility. The core assumptions held across all three contexts, and the adjustments made—particularly in Myanmar—were not deviations but strategic realignments to ensure that the intended pathways to women's influence remained feasible. This adaptive application of the ToC was essential for sustaining progress across environments marked by democratic openness, electoral transition or severe repression, and ultimately validated the programme's foundational design.

7. Contribution to Long Term Outcomes (2021- 2025)

Long-Term Outcome 1: Women are represented in decision-making roles for peacebuilding

Over the full five-year implementation period, LEAP4Peace contributed to increased and more meaningful representation of women in peacebuilding and political decision-making across Burundi, Colombia and Myanmar. Evidence from all consortium partners demonstrates that women did not only access participatory spaces, but increasingly exercised leadership, authority and agenda-setting power within formal, informal and transitional peacebuilding contexts. This progression reflects the programme's Theory of Change, which assumed that sustainable representation requires investment in women's leadership capacities, collective organisation and practical entry points into decision-making spaces.

Across contexts, sustained capacity strengthening formed the foundation for women's increased representation. In **Burundi**, BLTP trained 482 women politicians from multiple political parties on political participation, advocacy and public speaking, complemented by long-term follow-up through multi-stakeholder VSLA groups. These interventions strengthened women's confidence, economic autonomy and legitimacy within households, parties and communities, enabling women to participate more actively in party structures and local political debates. In **Colombia**, NIMD supported 1,847 women civic and political leaders through a comprehensive portfolio of democracy schools, candidate training and political innovation processes, with 702 women completing long-term learning trajectories and 312 women explicitly expressing their intention to run for decision-making positions. In **Myanmar**, following the 2021 military coup and the collapse of formal peace processes, GEN Myanmar and NIMD Myanmar rebuilt women's political agency by supporting women peacebuilders and Women Peace Ambassadors (WoPAs) to regain leadership confidence, coordination and political clarity under highly restrictive and insecure conditions.



These investments translated into concrete and credible forms of representation. In Burundi, advocacy led by trained women politicians contributed to tangible outcomes ahead of the 2025 elections: 83 women were placed in the top three positions on electoral lists, including 14 women at the top of lists, alongside women assuming senior party leadership roles such as secretary-general, vice-president and provincial party president. In Colombia, women consolidated leadership within local administrative boards, women's caucuses and municipal councils, exercising political oversight and contributing to peace agenda implementation and accountability at local level. In Myanmar, WoPAs and women peacebuilders assumed recognised decision-making roles despite the absence of formal peace talks. By 2025, nine WoPAs had engaged 33 ethnic armed group leaders to advocate for women's representation in political and peace processes, and one WoPA successfully secured the inclusion of a women's policy within the constitution of the Pa-Oh National Organization during a high-level political meeting attended by over 600 leaders. WoPAs exercised practical authority as mediators and protection actors: fourteen WoPAs managed 191 legal cases, twenty referred 151 gender-based and domestic violence cases to trusted service providers, and eleven mediated 88 disputes involving land, conflict-related sexual violence and tensions between communities, armed actors and authorities. In addition, twenty-four WoPAs coordinated humanitarian assistance for 4,718 conflict-affected people, demonstrating women's leadership in crisis response as an integral component of peacebuilding.

A defining achievement across the programme was the consolidation of collective representation mechanisms. Multiparty women's VSLA groups and advocacy committees in Burundi, institutionalised women's caucuses and multiparty gender platforms in Colombia, and cross-ethnic WoPA networks in Myanmar enabled women to move from individual participation toward sustained collective representation. By the end of the programme, these networks operated with shared agendas, internal coordination structures and recognised legitimacy, significantly strengthening women's presence and influence in peacebuilding decision-making beyond individual leaders or electoral cycles.

Taken together, programme evidence confirms that LEAP4Peace contributed not only to increasing the number of women participating in decision-making spaces, but to improving the quality, legitimacy and durability of women's representation, in line with the intended long-term outcome.

LTO2:A supportive policy environment for women's representation and participation in peacebuilding

In parallel with strengthening women's representation, LEAP4Peace contributed to shaping more supportive political, institutional and policy environments necessary to sustain women's participation in peacebuilding. Over the five-year period, the programme supported measurable changes in political practices, internal regulations, institutional behaviour and policy frameworks at subnational, national, regional and international levels. These achievements reflect the programme's Theory of Change, which assumed that gains in representation would not be sustained without parallel structural and normative change.

At national and subnational levels, the programme contributed to concrete institutional shifts. In **Burundi**, advocacy by women politicians—supported by BLTP and accompanied by engagement with the Ministry of the Interior—led political parties to review and revise internal regulations to increase women's participation in decision-making bodies, alongside the establishment of monitoring mechanisms to track commitments. Government actors actively engaged through programme governance structures, validating criteria that enabled women candidates across all political parties to access programme support during the 2025 electoral process and reinforcing institutional openness to women's political participation.

In Colombia, NIMD supported political parties, councils and public institutions to assess their performance on gender equality, adopt internal regulations and implement concrete measures to promote women's political participation and address violence against women in politics. Over the programme period, 45 political actors were trained on gender equality; 21 adopted internal measures and six implemented them in practice. These efforts contributed to institutional capacity to prevent and address violence against women in politics and supported national progress on implementation of Law 2453 of 2025.

In **Myanmar**, GEN Myanmar and NIMD Myanmar contributed to the emergence of more supportive policy environments within highly fluid and transitional governance contexts. Women supported by the programme



influenced gender provisions within political party policies, contributed to gender chapters in state-level constitutional drafting processes, and shaped women's protection frameworks within ethnic interim governance structures. A flagship achievement was women's direct contribution to the drafting of the Women's Protection Law in Karenni State, where women influenced legal definitions, survivor-centred mechanisms and formal recognition of women-led CSOs as policy actors, representing a significant instance of feminist legal insertion into emerging governance arrangements.

Dialogue, alliances and collective advocacy were deliberately cultivated as vehicles for policy influence. In Colombia, 35 multiparty dialogue tables convened 371 political actors over five years, resulting in 21 joint agreements and collective advocacy actions on women's political participation and violence prevention. In Burundi, women politicians, parliamentarians, civil society organisations and administrative actors collaborated through advocacy committees to monitor implementation of agreed priorities and jointly influence party practices. In Myanmar, GEN facilitated coordination platforms linking women's rights organisations, peace actors, ethnic authorities and regional stakeholders, supporting a transition from fragmented, survival-driven advocacy to coordinated agenda-setting and early policy influence at subnational and regional levels.

At the international level, GAPS strengthened a supportive global policy environment by consolidating and amplifying locally generated programme evidence. The LEAP4Peace Paper Series, comprising country papers from Burundi, Colombia and Myanmar and a global synthesis, translated five years of evidence into actionable recommendations and was disseminated through policy forums in The Hague, London, New York and UN-led WPS platforms. These efforts ensured that feminist, locally led peacebuilding experiences informed international policy dialogue and donor discussions, countering declining global political attention to the Women, Peace and Security agenda.

By the end of the programme, LEAP4Peace had contributed to more enabling policy and institutional environments in which women's participation in peacebuilding is increasingly recognised, regulated and defended. These structural gains reinforce and sustain the advances achieved under Long-Term Outcome 1, increasing the likelihood that women's representation and leadership in peacebuilding will endure beyond the life of the programme.

For a synthesis of findings and forward-looking recommendations, including perspectives from women peacebuilders and practitioners across the three consortium countries, see the Outcome Statement in Annex 4.

8. Contribution to Dutch NAP1325-IV and the WPS Agenda

During the reporting period, the LEAP4Peace programme made substantive contributions to the priorities of Dutch NAP 1325 IV by strengthening women's participation, leadership and protection across Burundi, Colombia and Myanmar, while simultaneously reinforcing global WPS advocacy and coordination. Although each context presented distinct political and security challenges, consortium partners advanced the WPS agenda through direct engagement in national policy processes, territorial implementation pathways, informal governance structures, and international advocacy platforms.

In **Burundi**, BLTP's work aligned closely with the national implementation of the country's third NAP 1325 (2022–2027), particularly its focus on increasing women's leadership in peacebuilding and decision-making spaces. Through the development and support of 26 VSLA groups, BLTP provided women with sustained opportunities to build economic resilience, political confidence and cross-party collaboration—addressing barriers identified in the evaluation of the previous NAP. The programme also supported women candidates in the 2025 parliamentary elections and strengthened networks between women from ruling and opposition parties. Importantly, BLTP's activities are formally recognised within the Government's gender action plan and integrated into the Ministry of Gender's official reporting, demonstrating the programme's concrete contribution to national NAP monitoring.

In **Colombia**, NIMD Colombia played a central role in shaping the country's first National Action Plan on UNSCR 1325. The organisation helped lead participatory consultations with women peace signatories and young women,



ensuring diverse perspectives informed national priorities. Following the NAP's launch in 2024, NIMD Colombia supported the participation of women leaders from Meta, Bolívar and Cauca and facilitated the localisation of NAP commitments in several departments, including Nariño and La Guajira. These localisation processes strengthened municipal development plans, oversight mechanisms and policy discussions related to prevention of political violence against women. NIMD Colombia also continued to participate actively in the International Cooperation Gender Roundtable, particularly the WPS task force, which monitors institutional progress, identifies gaps, and supports coordinated donor engagement around Colombia's NAP implementation.

In **Myanmar**, where no legitimate national action plan currently exists, contributions to the WPS agenda were advanced through alternative governance structures and community-based mechanisms. GEN provided technical support to the National Unity Government on the development of a WPS framework and played a key role in consultations for the Karenni Women's Protection Law, ensuring the integration of survivor-centred and gender-inclusive principles within emerging legal frameworks. GEN also continued to represent Myanmar women's rights organisations in regional and global WPS spaces—including ASEAN advocacy forums, CSW processes and international accountability coalitions—ensuring that feminist perspectives from Myanmar remained visible and influential. Meanwhile, NIMD Myanmar contributed to WPS priorities primarily through the Women Peace Ambassador (WoPA) network, which operationalised core elements of UNSCR 1325 despite the absence of formal institutions. WoPAs led community mediation, strengthened GBV referral pathways, supported humanitarian responses in areas affected by displacement, and advocated for women's inclusion in informal political structures. Notably, a WoPA member contributed to the drafting of the gender chapter of the emerging Shan State Constitution, embedding women's rights and political participation into a future federal governance framework. These actions collectively lay the groundwork for a future NAP once democratic transition becomes possible.

At the global level, GAPS continued to advance WPS implementation through its leadership in civil society engagement on the UK's Fifth National Action Plan. GAPS played a central role in supporting parliamentary reporting processes, contributing to FCDO consultations, and shaping cross-government WPS priorities. Throughout the year, GAPS used evidence from the LEAP4Peace Paper Series to bring the experiences of women's rights organisations in Burundi, Colombia and Myanmar into UK and international WPS policy discussions. Close coordination with WO=MEN—the Dutch NAP 1325 IV platform—ensured alignment between Dutch and UK civil society advocacy and strengthened international cooperation on shared WPS priorities.

9. Sustainability

Sustainability across the consortium has been secured by embedding programme outcomes into enduring national structures, transferring ownership to local actors, and shaping policy frameworks that continue to function beyond the programme cycle.

BLTP reinforced sustainability by aligning its advocacy strategy with the National Strategy for Women's Political Participation (2023–2030) and ensuring civil-society ownership through the Strategic Advocacy Alliance. Political parties amended their statutes to formalise commitments to women's participation, embedding these changes in their governing documents. Multi-party VSLA groups established rotating solidarity chains that will continue supporting women's economic and political agency at provincial level, while empowered women leaders now participate in internal party competitions and decision-making processes.

NIMD Colombia embedded sustainability through institutional mechanisms addressing violence against women in politics, including the Observatory's transition to civil-society leadership. Networks of trained women leaders now coordinate independently at territorial level, while the District Multiparty Gender Roundtable—comprising 18 political parties—implements a self-managed annual action plan. Contributions to national policy frameworks, including CONPES 4080, Law 2453 of 2025, and the territorialisation of NAP 1325, created binding obligations for continued state action on women's political participation.



GEN Myanmar secured durable outcomes by establishing structured women-led coordination mechanisms with defined mandates and focal points, now recognised by transitional governance bodies including the NUG, Karenni institutions and ethnic authorities. Women peacebuilders have gained sustained roles in legislative and policy processes, including contributions to long-term frameworks such as the forthcoming Karenni Women’s Protection Law. Regionally anchored coalitions, including WAC-M and the Alliance Against CRSV, now operate independently as enduring advocacy platforms.

NIMD Myanmar anchored sustainability through the consolidation of the Women Peace Ambassadors (WoPA) as a fully autonomous network. WoPAs now independently manage governance systems, referral mechanisms, and peer mentoring, supported by established digital coordination channels. Their formal recognition by township authorities, ethnic organisations and political parties has resulted in lasting institutional changes, including reinstated women’s wings and adopted gender policy clauses that remain in force irrespective of external support.

GAPS ensured long-term impact by institutionalising LEAP4Peace knowledge products—the Paper Series and *Mind the GAPS* podcast—as ongoing global WPS resources, supported by continued funding. Through sustained engagement with donor governments and multilateral WPS platforms, GAPS positioned programme evidence to influence future funding decisions and policy agendas, while strengthening national partners’ visibility and advocacy capacity.

10. Consortium

10.1. Secretariat

➤ NIMD The Hague

Intermediate outcome	Indicator target & achieved result 2025	Description of activities, results and explanation of any variation
4.1	Networking and influencing	While not funded under L4P, the following initiatives were delivered under our broader WPS programming and illustrate how these complementary efforts collectively advance the agenda: - May 2025: NIMD and its partner participated in the Stockholm Peace and Development Forum organised by SIPRI. NIMD led a session on how women peacebuilders and networks serve as critical connectors bridging global policy and local realities, drawing on consortium experiences across diverse conflict contexts. Strategic meeting with the Colombia NAP 1325 Working Group. - May 2025: Meeting with the MoFA of the Netherlands, including the focal points for Colombia, WPS, and Security and Rule of Law. The meeting provided an opportunity for our partner Red Nacional de Mujeres to share the current context in Colombia, including key challenges and opportunities for sustainable peace, such as the implementation of the 2016 Peace Agreement, the NAP 1325, the Total Peace policy, and the ongoing humanitarian crisis. It



		was also valuable for the MFA to hear directly from women's rights organisations about current peace-related concerns and priorities.
4.2	Learning to contribute to L4P learning topics	L4P closure event in Bogota (July 2025) "Women's voice Forward: Building Peace Across Continents". The closure event evidenced meaningful progress across the three consortium countries: the adoption of Colombia's NAP 1325, legislative advances against violence in politics, strengthened multi-party women's spaces, and growing grassroots ownership of the WPS agenda in Myanmar and Burundi. At the same time, participants agreed that these gains are under serious threat from rising authoritarianism, militarization, and aid budget cuts that fall disproportionately on women's organizations. The event's central message was that sustaining women's leadership requires moving beyond conventional capacity-building: it demands creating protective enabling environments, opening and democratizing international decision-making spaces, and ensuring organizations committed to gender equality actively resist regressive forces. See video for insightful discussions and testimonies from the women reached through the L4P programme See Annex 4: Outcome document highlighting the key findings and strategic recommendations, emerging from the L4P closure event Publication of WPS key results and lessons learned (Dec 2025). This report documents key results and lessons from the Leap4Peace programme and the WPHF Rapid Response Window, making the case for continued investment in women's meaningful participation in peace and politics across Burundi, Colombia, and Myanmar.
4.3	Communication & visibility of LEAP4Peace results and consortium	Links to the communications outputs: L4P Closure Event (Bogota - July 2025). WPS Key results and lessons learned. Also shared during Closing of #16 days campaign. Additional social media coverage and visibility materials available through the following links: Colombia NAP signing International Peace Day WPS lookback: Peace is for Everyone.



		- Women Peace Ambassadors voices are being heard in Myanmar and reshared for International Peace Day - Gender Parity in Politics.

➤ Consortium Coordination and Joint Decision making

The LEAP4Peace Secretariat, hosted by NIMD and composed of the LEAP4Peace Coordinator, Finance, and PME staff, is responsible for day-to-day coordination. Strategic guidance continues to be provided through the Steering Committee, which met online in 2025, with an additional final meeting in 2026 to finalise reporting and review the end-term evaluation.

The L4P consortium maintained a **strong and collaborative approach** to coordination throughout the reporting period, with key decisions taken jointly by partners. This included regular consultation on planning, budgeting, and implementation, ensuring that responsibilities and resources were aligned across the consortium in a transparent and coordinated manner.

As 2025 was the final year of implementation, the L4P consortium also took time to reflect on the five years of collaboration and delivery under the L4P programme. The closure event provided an important opportunity to look back on the partnership's achievements, shared learning, and challenges, while also highlighting the key findings and strategic recommendations emerging from the process.

This reflective exercise was grounded in the collective experience of the consortium and informed by the perspectives of all partners. The closing event was **jointly designed and organised**, with decisions taken on the format of the meeting, the allocation of relevant costs from the consortium budget, the agenda, facilitation, and other operational arrangements. Overall, the process demonstrated **strong ownership, trust, and collaboration**, and ensured that the closure event captured both the substance of the partnership's work and the strategic lessons for the future.

➤ Monitoring and Evaluation : End-term Evaluation

For the global Monitoring and Evaluation processes, the main focus during the final implementation year was on assessing the programme's overall achievements, partnership effectiveness, and lessons learned through the external End-Term Evaluation and final outcome level indicator measurements.

An Internal Steering Committee, with NIMD MEL Officer as the primary contact, established an **End Term Evaluation Reference Group** composed of consortium PMEL officers, the LEAP4Peace Coordinator and Management Team representative from NIMD, the Netherlands Ministry of Foreign Affairs DSO focal point from the Taskforce Women's Rights and Gender Equality, and an external independent expert on women's empowerment, and women's rights.

The Reference Group provided technical advice on key deliverables, including the Terms of Reference, evaluation proposal selection, inception report, draft report, and final evaluation report, through email submissions and online meetings. This process ensured the evaluation adhered to IOB quality standards while assessing programme



achievements, partnership functioning, key findings from five years of implementation, and strategic recommendations for future WPS programming.

Following a call for proposals, the consultant firm Conflict Research and Evidence Lab (CREL) was selected to conduct the End-Term Evaluation; the full **end-term evaluation report** is submitted separately from this 2025 annual report.

10.2. Partnership with Local partners and Local ownership

The consortium's partnership model demonstrated strong complementarity, combining local leadership with targeted technical support and cross-country learning. Across all contexts, L4P consortium partners prioritised strengthening local ownership, embedding programme activities within community structures, political institutions and civil-society platforms to ensure continuity beyond the programme cycle.

BLTP's partnerships reflected sustained engagement with state institutions and political actors, enabling the programme to operate within both formal and informal governance spaces. Close cooperation with the Ministry of the Interior—responsible for political party oversight—provided BLTP direct access to party presidents, provincial governors, and women parliamentarians, positioning the organisation to influence pre-electoral discussions on women's participation. Collaboration with the Ministry of National Solidarity, Human Rights and Gender ensured alignment with national gender priorities, while engagement with media outlets such as Isanganiro Radio and Television expanded public debate on women's political representation. At the community level, BLTP leveraged its relationships with governors and municipal administrators to institutionalise VSLA initiatives, embedding programme activities into existing provincial governance structures. The Strategic Advocacy Alliance, bringing together ten politically active CSOs, co-developed an advocacy strategy that will outlast the programme, demonstrating strong local ownership and sustainability. Partnerships with CARE International and CORDAID provided methodological depth—particularly through the adaptation of CARE's VSLA model and cross-learning on advocacy—enhancing BLTP's ability to integrate economic empowerment with political mobilisation.

NIMD Colombia strengthened territorial anchoring by reengaging with grassroots organisations and building multi-level advocacy infrastructure. In partnership with LIMPAL, it supported municipal committees in Bolívar and Meta to drive the formulation of women's public policy, while simultaneously supporting departmental-level oversight mechanisms in Cauca. These collaborations enabled women leaders trained in earlier programme phases to transition into active local policy actors. Joint initiatives with ICCO Conexión advanced the territorialisation of the National Action Plan of UNSCR 1325 through participatory methodologies, ensuring that locally identified needs directly shaped national peace and security commitments. Institutionally, NIMD developed targeted technical relationships with the Ministry of the Interior and National Electoral Council, contributing to improved national systems for addressing political violence against women. This included guidance to officials on implementing Law 2453 of 2025 and supporting parties such as Dignidad y Compromiso, Partido de la U and Partido Liberal to revise internal protocols. Although political party engagement fluctuated with leadership commitment, NIMD managed to secure meaningful reform processes. At the district level, collaboration with the Secretariat for Women strengthened the Multiparty Gender Roundtable, which local authorities confirmed will continue beyond the programme, signalling strong institutional buy-in and sustained local ownership.

Operating in a volatile political landscape, NIMD Myanmar relied on a highly localised partnership ecosystem centred around the Women Peace Ambassadors (WoPAs). These networks became essential interlocutors with township officials, village authorities, armed actors and political parties. Through their mediation roles and GBV referral coordination, WoPAs earned trust that enabled them to influence sensitive political processes. Partnership with Legal Clinic Myanmar strengthened community-based referral and justice mechanisms, including direct



engagement with local authorities in Shan State—significant given the fragmented governance environment. Collaboration with GEN provided national-level advocacy pathways and linked grassroots actors with regional and international platforms. WoPAs’ direct political influence was notable: two political parties reinstated women’s wings following WoPA engagement, and one WoPA successfully introduced a women’s policy clause into the Pa-Oh National Organization’s constitution. Another chaired the gender chapter drafting process for the Shan State Constitution under the Committee for Shan State Unity, embedding women’s priorities into emerging federal discussions. Engagement with emerging governance bodies, such as coordination with the Sagaing Federal Unit Hluttaw during earthquake response, demonstrated how the programme leveraged humanitarian openings to secure political access and foster inter-state learning among women leaders.

GEN applied a layered partnership strategy that simultaneously strengthened community-led protection systems, shaped transitional governance processes, and elevated Myanmar women’s voices in regional and global diplomacy. Locally, GEN co-facilitated pre-legislative development of the Karenni Women’s Protection Law with ethnic authorities, embedding survivor-centred and inclusive gender principles in an institutional framework wholly owned by local actors. GEN’s regional and international partnerships—particularly with ASEAN advocacy platforms, ICAN, ActionAid, UN Women and supportive Member States—served as critical conduits for diplomatic access. Through these alliances, GEN enabled Myanmar women to influence ASEAN crisis response agendas, global anti-impunity discussions, and cross-border protection coordination. Collaboration with legitimate transitional governance structures such as the NUG, Karenni interim authorities and ethnic institutions was operational rather than symbolic, including co-design of protection focal point systems, secure communication channels, and data-sharing protocols. While some actors were cautious on specific issues such as LGBT inclusion, they did not obstruct feminist objectives. Instead, the programme facilitated progressive negotiation processes that gradually expanded acceptance of inclusive gender norms within transitional political structures.

GAPS played a bridging and amplification role within the consortium. By disseminating the LEAP4Peace Paper Series and supporting national partners in deploying the research for advocacy, GAPS increased the programme’s global visibility. The end-of-year workshop in Colombia facilitated cross-country learning and strengthened networks among women’s rights organisations, reinforcing the consortium’s commitment to locally led WPS approaches. Internationally, GAPS maintained targeted advocacy with key donors and policymakers—including the UK Government—to safeguard funding for gender equality amidst global aid reductions. Through the “Mind the GAPS” podcast, which elevated voices of women peacebuilders from the global majority, GAPS ensured continued visibility of programme themes within international WPS discourse. Although the programme’s closure limited formal partnerships with government institutions, GAPS ensured that evidence and advocacy positions generated by the consortium remained present in policy spaces, supporting continuity of influence beyond programme timelines.

10.3 Partnership with Ministries and Embassies

Across programme countries, consortium members engaged strategically with ministries, political institutions, and diplomatic missions to strengthen women’s political participation and embed programme priorities within formal governance structures.

BLTP maintained structured cooperation with the Ministry of the Interior, Community Development and Public Security, enabling direct engagement with political party presidents, governors, and parliamentarians on women’s representation in the 2025 electoral context. Complementary collaboration with the Ministry of National Solidarity, Social Action, Human Rights and Gender ensured alignment with national gender policy objectives. BLTP also engaged consistently with the Embassy of the Kingdom of the Netherlands, participating in Embassy-hosted partner meetings and joint context analyses that reinforced political legitimacy and facilitated coordination with other stakeholders.

NIMD Colombia worked closely with the Ministry of the Interior’s Directorate for Democracy, Citizen Participation and Community Action, contributing to improved institutional responses to political violence against women and supporting implementation of Law 2453 of 2025. Engagement with the National Electoral Council (CNE) focused



on supporting internal party reforms and technical guidance on compliance with gender-related regulations. At the district level, continued collaboration with the Bogotá Secretariat for Women strengthened the District Multiparty Gender Roundtable. Through participation in international cooperation platforms, NIMD also engaged indirectly with diplomatic missions supporting UNSCR 1325 processes.

Given national-level constraints, **NIMD Myanmar**'s engagement centred on sub-national administrative structures, including township authorities, village tract leaders, and emerging federal units, where Women Peace Ambassadors (WoPAs) acted as trusted intermediaries on community protection and inclusive governance. Collaboration with UN Women's regional WPS team integrated the agency into WoPA referral systems, expanding institutional support for survivors. Coordination with the Sagaing Federal Unit Hluttaw during humanitarian response created openings for future inter-state political engagement among women leaders.

GEN strategically partnered with legitimate political and transitional governance bodies—including the National Unity Government (NUG), Karenni interim authorities, and ethnic governance institutions—to co-design gender-responsive legal frameworks and protection mechanisms. Regionally and internationally, engagement with UN Women, supportive member states, and ASEAN-focused diplomatic channels amplified advocacy on accountability, CRSV prevention, and women's political leadership, strengthening Myanmar women's access to multilateral policy arenas.

GAPS sustained targeted engagement with donor ministries and diplomatic missions, particularly the UK Foreign, Commonwealth & Development Office (FCDO) and the UK Mission to the UN, advocating for continued funding for women's rights organisations amid global aid reductions. Through bilateral exchanges and dissemination of the LEAP4Peace Paper Series, GAPS ensured programme evidence informed broader WPS policy commitments.

11. Main Challenges, Lesson Learnt and Good Practices

This section presents the main challenges encountered by each consortium partners while advancing women's participation in peace and political processes. It also summarises the lessons learned and the best practices that proved most effective across diverse and often restrictive contexts throughout the programme period.

Main Challenges

- 1. Shrinking Civic Space and Intensifying Insecurity:** GEN and NIMD Myanmar faced the most severe restrictions as Myanmar shifted into full-scale militarised conflict, with surveillance, checkpoints, and repression making any formal political engagement impossible. BLTP experienced a tightening civic environment in Burundi, where political restrictions limited follow-up on women's advocacy around electoral reforms. NIMD Colombia also confronted insecurity during national protests and local tensions, which disrupted mobility and participation. Across all partners, shrinking civic space forced women's engagement to move into informal or low-visibility arenas.
- 2. Weak or Inconsistent Political Will for Gender Equality:** NIMD Colombia found that political parties often deprioritised gender issues, limiting the application of the GRIP methodology and slowing internal reforms. BLTP's work showed that even strong advocacy on parity in Burundi did not progress due to a lack of institutional buy-in and minimal response from authorities. GAPS observed varied political commitment across all three country contexts, where national actors were slow to translate WPS norms into practice. This inconsistent political will constrained women's influence even when evidence and advocacy were strong.
- 3. Funding Instability and Limited Capacity of Women's Rights Organisations:** GAPS identified that global reductions in gender equality funding and UK aid cuts weakened WRO capacity in Burundi, Colombia, and Myanmar. GEN and NIMD Myanmar reported that funding volatility limited staffing and organisational stability at critical moments when women's networks needed the most support. NIMD Colombia also observed that financial uncertainty contributed to institutional disruptions and reduced civil society capacity. All partners were affected by funding cycles that limited long-term planning and sustainability.



4. **Institutional Instability and High Staff Turnover:** NIMD Colombia struggled with delays caused by government restructuring, especially during the transition from CPEM to the Ministry of Equality, which brought high staff turnover and reduced institutional continuity. GAPS and several national partners experienced frequent personnel changes that impacted coordination, communication, and the pace of programme delivery. These disruptions required repeated relationship-building and slowed progress on planned reforms and partnerships.
5. **Operational and Logistical Disruptions Across All Contexts:** NIMD Myanmar faced recurring electricity outages, weak internet connectivity, and armed clashes that forced last-minute shifts to online or small-group activities. NIMD Colombia had to regularly reschedule activities due to national strikes and local insecurity, while BLTP encountered delays caused by late validation of electoral lists, meaning planned candidate support could not proceed on time. GAPS partners also navigated the lingering operational effects of COVID-19, such as reduced mobility and increased care burdens among women participants. These practical constraints required constant adaptation and contingency planning.
6. **Limited Access to Formal Political and Peace Processes:** GEN and NIMD Myanmar were unable to engage in any official peace processes due to the junta's absorption of all formal mechanisms, forcing a complete pivot to informal influence-building. BLTP found that restrictive political space in Burundi prevented women's advocacy proposals from advancing into formal decision-making structures. In Colombia, institutional instability and uneven implementation of commitments limited opportunities for structured engagement. Across contexts, women's access to formal political arenas remained severely restricted.
7. **Trust Barriers and Community Skepticism:** NIMD Colombia noted that grassroots women's organisations were initially reluctant to participate due to previous extractive or short-term programmes. NIMD Myanmar observed similar hesitation among WoPA members, who needed time to trust the programme amid security risks and surveillance. These trust barriers slowed early implementation and required deliberate investment in credibility and long-term presence.
8. **Burnout, Emotional Strain, and Reduced Participation:** GEN and NIMD Myanmar reported high levels of stress, trauma, and burnout among women defenders as conflict intensified, contributing to reduced participation and sporadic engagement. GAPS observed similar pressures among WROs facing funding instability, limited advocacy openings, and heavy care responsibilities. In Myanmar, several WoPA members were forced to withdraw or reduce participation due to displacement or digital isolation. Emotional strain became a significant barrier to sustained engagement across the consortium.

Lessons Learned

1. **Flexibility and Adaptive Programming Are Essential:** GEN and NIMD Myanmar had to completely shift from formal peace engagement to informal, cross-border or community-based approaches because militarised conflict and surveillance made national peace structures inaccessible. GAPS also learned that reduced coordination capacity during COVID-19 required decentralised planning and flexible timelines. These experiences confirmed that rigid programme designs cannot withstand fast-changing political and security conditions.
2. **Long-Term Engagement Is Needed to Navigate Variable Political Will:** NIMD Colombia's work with political parties showed that gender issues were often deprioritised, making reform a long-term effort requiring continuous relationship-building. BLTP's experience demonstrated that even strong advocacy on electoral parity may not advance without political buy-in. GAPS similarly found that low political will limited WRO influence despite strong evidence and advocacy outputs. Sustained engagement—not one-off initiatives—is crucial.



- 3. Predictable Multi-Year Funding Strengthens WROs and Programme Continuity:** GAPS reported that UK aid cuts and reduced global gender equality funding weakened WRO capacity in Burundi, Colombia, and Myanmar. GEN and NIMD Myanmar highlighted that funding volatility limited organisational staffing and the sustainability of women-led networks. All partners experienced disruptions linked to unstable resources, reinforcing the need for predictable funding cycles.
- 4. Safety-First, Risk-Sensitive Approaches Must Be Embedded:** GEN and NIMD Myanmar faced extreme security risks—including surveillance, forced conscription, informant networks, and armed conflict—requiring encrypted communication, dispersed activities, and strict safety protocols. BLTP also worked within a shrinking political space in Burundi, where advocacy carried risks for women leaders. These contexts demonstrated that safety must be central in programme design, not added later.
- 5. Trust-Building With Grassroots Partners Cannot Be Rushed:** NIMD Colombia found that local women’s organisations were initially sceptical after past experiences of extractive programming. Similarly, NIMD Myanmar noted that WoPA members required time to feel safe enough to engage, given surveillance and community tensions. In both cases, building relationships through established networks and consistent presence proved essential.
- 6. Operational Resilience Must Be Designed Into Programmes:** NIMD Myanmar faced recurring internet failures, electricity outages, and conflict-related mobility restrictions. NIMD Colombia had to repeatedly reschedule due to national strikes and insecurity, while BLTP was affected by election timeline delays. GAPS partners also experienced repeated disruptions from COVID-19 and staffing changes. These operational realities showed the need for contingency planning and flexible activity formats from the start.
- 7. Women’s Leadership Is Resilient but Requires Active Support:** GEN and NIMD Myanmar observed burnout, emotional strain, and reduced participation due to displacement, fear, and care burdens. GAPS noted similar pressures among WROs facing funding cuts and limited advocacy opportunities. The takeaway is that women’s resilience should not be assumed—programmes must invest in psychosocial support, peer networks, and flexible modalities.
- 8. Informal Influence Channels Remain Vital When Formal Processes Close:** GEN pivoted from formal Track 1 engagement to informal, pre-political influence building when national peace structures collapsed. NIMD Myanmar similarly relied on community dialogues and mediation after formal mechanisms became inaccessible. In Burundi, BLTP saw that when institutional follow-up was blocked, initiated discussions and networks still helped maintain women’s visibility and advocacy groundwork. These experiences confirmed the value of informal influence when official spaces close.

Best Practices

- 1. VSLA Groups as Anchors for Women’s Political Cohesion:** BLTP demonstrated that Village Savings and Loan Associations (VSLAs) are not only economic tools but strong social and political platforms. Despite internal divisions within Burundi’s main opposition party (CNL), VSLA groups kept women united across political loyalties and created a space for shared leadership development. The model ensured continuity beyond project timelines, with women continuing to meet, organise and mobilise even after formal activities ended.
- 2. Party Focal Points to Strengthen Access and Internal Influence:** BLTP’s use of dedicated focal points inside major political parties—particularly within the CNDD-FDD—proved highly effective for maintaining communication, securing buy-in, and facilitating women’s participation. Having individuals with political expertise and party legitimacy improved access to leadership and enabled smoother coordination of programme activities.



3. **Cross-Border Safe Convenings for Strategic Continuity:** GEN and NIMD Myanmar found that safe convenings in Mae Sot, Chiang Mai, Mae Hong Son and Bangkok were essential under conditions of surveillance and armed conflict. These cross-border spaces enabled women leaders to receive training, engage in political dialogue, co-draft legal frameworks, and build alliances without the security risks inside Myanmar. This model safeguarded continuity and helped sustain long-term movement-building.
4. **Partnerships With Feminist and Grassroots Organisations to Build Trust:** NIMD Colombia and GAPS demonstrated that partnering with established women's and feminist organisations—such as the National Women's Network and LIMPAL—was crucial for reaching grassroots leaders who were initially sceptical. These partnerships helped bridge trust gaps, prevent duplication, strengthen local ownership, and enable the programme to remain present in priority regions.
5. **Multi-Stakeholder and Multiparty Dialogue Platforms:** NIMD Colombia's District Multiparty Gender Roundtable (supported by GAPS) became a successful mechanism for engaging political parties, government bodies and civil society in structured dialogue. In contexts of low political will, these neutral platforms fostered collective problem-solving, increased political openness to gender issues, and facilitated gradual institutional progress.
6. **Continuous Mentoring, Coaching and Peer-to-Peer Support:** NIMD Myanmar found that consistent mentoring—combined with spontaneous peer support among Women Peace Ambassadors (WoPAs)—was one of the most effective ways to build women's confidence and leadership. Regular guidance on reporting, facilitation, proposal writing, and community mediation strengthened skills, while peer solidarity improved resilience during displacement, airstrikes and insecurity.
7. **Use of Secure, Low-Bandwidth Communication Tools:** NIMD Myanmar institutionalised Viber as its core communication platform due to encrypted access, low data requirements, and usability without VPNs. This ensured women could stay connected even during power outages, surveillance or mobility restrictions. Secure channels allowed rapid information-sharing, emergency check-ins, and continued coordination under highly volatile conditions.
8. **Integrated Healing, Reflection and Encouragement Spaces:** NIMD Myanmar and GEN incorporated short healing exercises, emotional check-ins and resilience-boosting activities into each convening. These practices helped women manage trauma, strengthen morale, and maintain engagement despite intense stress, conflict and burnout. Emotional support became a foundational element of leadership-building.
9. **Phased Planning, Clear ToRs and Strong Consortium Coordination:** GAPS identified that clear Terms of Reference, realistic timelines, and phased delivery were essential for high-quality multi-country research and advocacy outputs. Improved coordination in later years—regular check-ins, shared documentation, and aligned messaging—became a best practice that strengthened the consortium's collective effectiveness.
10. **Evidence-Based Advocacy Connecting Local Realities to Global Agendas:** GAPS and GEN successfully linked community-level insights to international advocacy spaces such as CSW, UN Women coordination meetings, and bilateral engagements. Preparing WROs to speak directly in these spaces increased visibility and ensured global actors heard grounded, context-specific perspectives. This “connector–amplifier” model proved effective and influential.
11. **Locally Led Micro-Interventions With High Impact:** NIMD Myanmar showed that small-scale, women-led dialogues, mediations and awareness activities can have significant impact even with limited resources. These micro-interventions built local legitimacy, strengthened women's conflict-resolution roles, and created visible community-level results that enhanced credibility.



12. Political Innovation Methodologies Adapted for Women: NIMD Colombia successfully developed and adapted political innovation methodologies—both in-person and digital—with a gender focus. These tools equipped women with new forms of political engagement, institutional dialogue, and participatory leadership, setting a foundation for future programmes and resource mobilisation.

Crosscutting Themes

The LEAP4Peace programme integrates several crosscutting themes into its implementation approach, including gender equality, youth engagement and attention to environmental and climate-related dynamics. These themes are embedded within programme activities across Burundi, Colombia and Myanmar and reflected in both national and global advocacy efforts.

- 1. Gender Mainstreaming:** Across all partners, gender mainstreaming remained a consistent feature of programme delivery. NIMD Colombia, GEN, and NIMD Myanmar integrated gender analysis into training, dialogue spaces, mediation, and advocacy processes, while GAPS ensured intersectional perspectives shaped consortium research outputs. This strengthened the relevance and inclusiveness of activities and informed more gender-responsive approaches across country contexts.
- 2. Youth Participation:** Youth engagement continued to expand across the consortium. BLTP promoted youth inclusion through women's political leadership activities; NIMD Colombia involved young women in Democracy Schools, UNSCR 1325 processes, and youth electoral campaigns; GEN positioned young women as active contributors in advocacy and content creation; and NIMD Myanmar integrated youth into community dialogues and online learning spaces. These approaches supported intergenerational leadership development and broadened participation.
- 3. Climate Sensitivity:** Although not uniformly prioritised in initial programme design, climate considerations increasingly surfaced across contexts. BLTP supported rural women adapting to climate impacts; GEN linked climate-related displacement and protection risks to its advocacy; and NIMD Myanmar incorporated disaster preparedness and environmental awareness into community dialogues. In Colombia, women raised environmental concerns during local planning and PAN 1325 processes. Climate issues are becoming more embedded as women connect environmental change with security and livelihood.
- 4. Inclusive Participation and Differential Approaches:** Partners strengthened the inclusion of women from diverse backgrounds. NIMD Colombia applied a differential approach across all reporting and activities; GEN ensured participation of youth, LGBTIQ+ groups and displaced populations; and NIMD Myanmar incorporated survivors, minority groups, and conflict-affected communities into dialogue and referral mechanisms. GAPS reinforced these efforts through intersectional research. This contributed to more representative and context-responsive engagement.
- 5. Women's Role in Protection and Crisis Response:** Women's leadership in community protection gained prominence, particularly in settings affected by conflict and displacement. NIMD Myanmar's WoPAs provided assistance to over 4,700 displaced people while integrating protection and preparedness messaging. GEN documented climate-linked protection risks and elevated them in national and regional advocacy. BLTP mobilised women to support rural communities facing environmental and livelihood pressures. These roles strengthened women's visibility and influence at local level.
- 6. Institutional Engagement and Gender Accountability:** Partners advanced institutional cooperation and gender accountability mechanisms. NIMD Myanmar supported political parties to reinstate women's wings and adopt gender clauses; NIMD Colombia formalised partnerships through MoUs and multiparty platforms; BLTP's collaboration with the Ministry of the Interior expanded space for women's political participation; and GAPS



linked national insights to global WPS policy discussions. These efforts contributed to improved institutional environments and clearer entry points for women’s participation.

12. Financial Overview

12.1 Final year (2025): The following section presents the financial overview for the final year of the programme, covering the period January to December 2025. It provides a line-by-line analysis of expenditure against the revised budget, with explanations for variances exceeding 10%.

I. Direct Staff Costs — Total budget: €288,397 | Actual: €281,505 | Variance: -2%

IA – Staff costs (€74,029 vs €70,949 budgeted, +4%): International staff costs came in slightly above budget, within an acceptable margin. The marginal overspend reflects minor adjustments in personnel costs during the final programme year.

IB – Local staff costs (€207,476 vs €217,448 budgeted, -5%): Local staff costs were modestly underspent, reflecting efficient management of national personnel throughout the final year.

II. Other Direct Programme Costs — Total budget: €637,790 | Actual: €624,115 | Variance: -2%

IIA – Activity costs (€238,117 vs €267,709 budgeted, -11%): The underspend is principally explained by savings under LTO 2 interventions (€126,229 vs €156,241 budgeted, -19%), where the consortium closing event was held in Colombia rather than the Netherlands as originally planned. This change of venue generated significant savings on accommodation, venue hire, and related logistical expenses. Country-specific interventions also came in under budget (-11%), reflecting the natural winding down of activities during the final programme year.

IIB – Costs of consortium partners and local NGOs (€181,747 vs €162,882 budgeted, +12%): driven entirely by higher secretariat staff costs. The end-2025 organisational restructuring resulted in transitioning staff logging additional hours to support handover processes and the preparation of final programme reports. These additional costs were anticipated as part of the programme closeout process and were absorbed within overall programme savings.

IIC – Activity-related travel costs (€38,597 vs €38,825 budgeted, -1%): Expenditure was virtually in line with budget, reflecting well-managed travel planning throughout the year.

IID – Project office costs (€25,488 vs €20,580 budgeted, +24%): Office costs exceeded budget by 24%. These costs relate to the Colombia office, which was not included in the original budget due to planning constraints and the prioritisation of other expenditure lines at the time of budget formulation. The costs were ultimately absorbed through savings realised elsewhere in the programme budget, resulting in no overall overrun at programme level.

IIE – Equipment and investments (€373 vs €400 budgeted, -7%): Expenditure was marginally below budget and within acceptable variance.

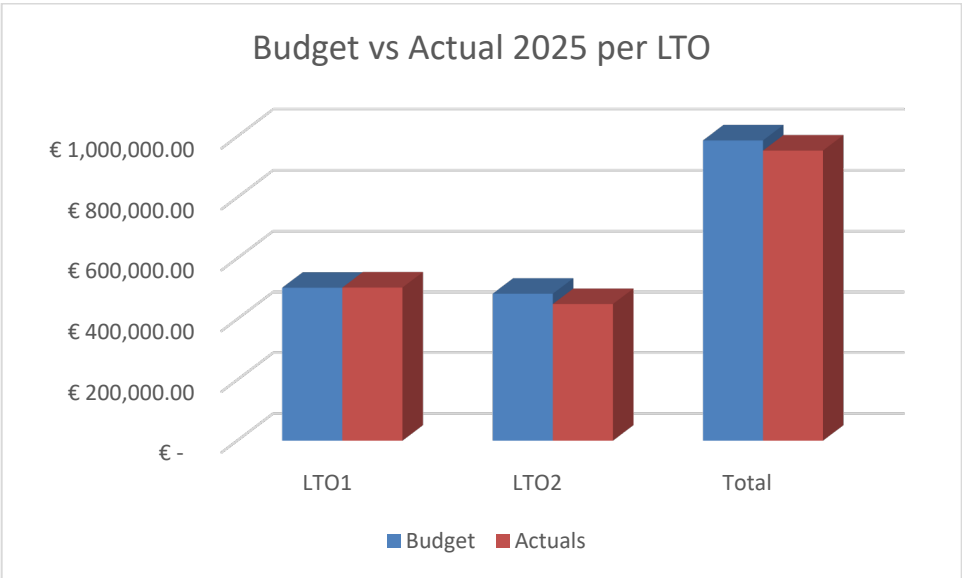
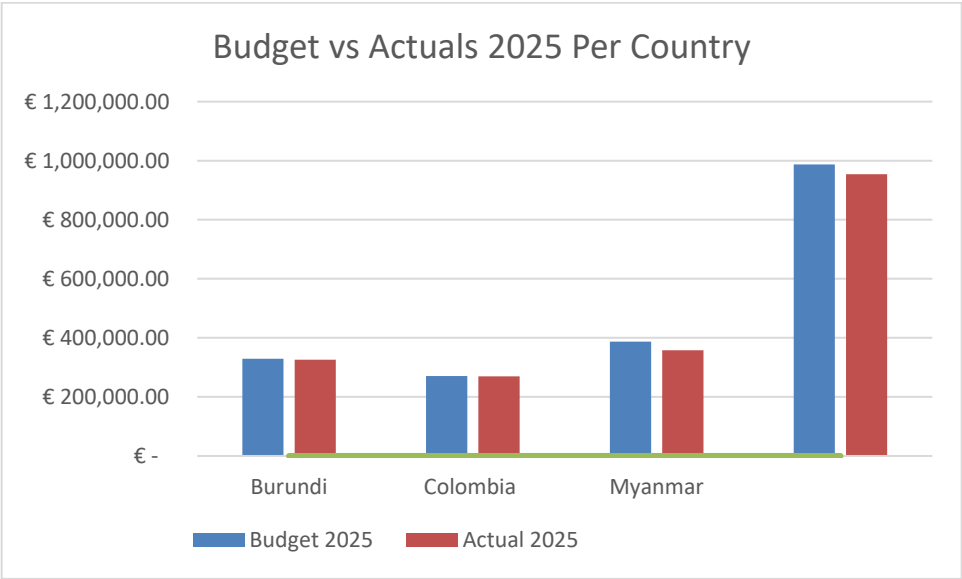
IIF – Monitoring, evaluation and auditing (€139,793 vs €147,393 budgeted, -5%): intervention costs (IIF2) came in 11% below budget (€86,362 vs €97,224), driven by lower-than-anticipated audit costs for GEN Myanmar and savings on the End Term Evaluation, where one expert was recruited rather than the two originally planned. These savings were partially offset by staff costs (IIF1) slightly above budget (+7%).



III. Overheads / Indirect Costs — Total budget: €61,175 | Actual: €48,351 | Variance: -21%

IIIA – Costs of support staff (€48,351 vs €61,175 budgeted, -21%): The underspend is attributable to long-term sick leave within the secretariat administration team, which resulted in reduced staff costs during the year. This was an unforeseen circumstance and not a result of reduced workload or programme activity.

Overall: Total programme expenditure for the final year stood at €953,971 against a revised budget of €987,362, representing a 3% underspend. The budget was well managed overall. The most significant driver of savings was the decision to hold the closing event in Colombia rather than the Netherlands, which generated material efficiencies on venue, accommodation, and logistics. Excluding this one-off saving, expenditure across all lines was broadly in line with plan. Variances above the 10% threshold have been individually explained above and are considered justified and well-documented.



12.2 Cumulative 2021–2025: The following section provides a consolidated financial overview of the full programme period from 2021 to 2025, including 2026 carryover costs. The final financial results of the LEAP4Peace programme confirm strong delivery against plan, with total expenditure reaching €4,863,311 against a five-year budget of €4,933,530 — representing a 98.6% execution rate at programme close.

Both outcome areas demonstrate sound budgetary control throughout the implementation period. LTO1 closed at full budget utilisation, reflecting consistent and well-paced delivery across all five years. LTO2 reached 96.9% execution, an underspend that remains within acceptable variance and is attributable to savings on Consortium activities.

L4P	2021-2025	2021-2024	2025			2021-2025	
LTO	Budget	Cumulative Actuals	Budget	Actuals	%total	Cumulative Actuals	%total
LTO1	€ 2,644,774	€ 2,147,258	€ 503,535	€ 504,161	53%	€ 2,651,419	55%
LTO2	€ 2,288,755	€ 1,767,611	€ 483,827	€ 449,810	47%	€ 2,217,421	46%
Total LTO	€ 4,933,529	€ 3,909,340	€ 987,362	€ 953,971	100%	€ 4,863,311	100%

minus 5,529 ineligible

Overall, the LEAP4Peace programme closes with a balanced and well-documented financial performance, with LTO1 and LTO2 accounting for 55% and 45% of total expenditure respectively — closely aligned with their original budget shares. This reflects the programme's ability to maintain strategic focus and financial rigour across the full implementation cycle.

I. Direct Staff Costs — Original budget: €1,947,623 | Cumulative actual: €1,760,854 | Variance: -10%

IA – International Staff costs (€717,759 vs €908,569 budgeted, -21%): This reflects a deliberate and progressive localisation of programme leadership, with national staff increasingly taking on responsibilities initially held by international personnel. The year-on-year data clearly illustrates this trajectory: international staff costs declined steadily from €224,022 in 2021 to €74,029 in 2025, demonstrating a successful transfer of responsibilities to local teams in line with the programme's development objectives.

IB – Local staff costs (€1,043,095 vs €1,039,054 budgeted, 0%): Local staff costs came in virtually on budget across the full programme period, with the modest overspend of less than 0.4% reflecting strong financial planning and consistent delivery by national teams. The year-on-year growth in local staff expenditure — from €141,464 in 2021 to a peak of €249,372 in 2024 — mirrors the intentional shift towards localisation described above.

II. Other Direct Programme Costs — Original budget: €2,660,948 | Cumulative actual: €2,777,335 | Variance: +4%

IIA – Activity costs (€1,264,321 vs €1,597,537 budgeted, -21%): Two main factors explain this variance. First, programme activities started at a lower level in 2021 as the consortium was establishing itself and operational systems were being put in place, resulting in underspend in the first year. Second, activities planned for Myanmar could not be implemented as originally designed following the military coup in February 2021, which severely



constrained programme delivery in that country throughout the period. Despite these constraints, the programme progressively scaled up activity delivery in years two through four, and consortium-wide events not originally included in the planning were organised and absorbed within the budget.

IIB – Costs of consortium partners and local NGOs (€719,293 vs €577,042 budgeted, +25%): The overspend reflects the high level of secretariat involvement required to support the consortium, which proved more intensive than anticipated at the planning stage. The secretariat played a central coordination and capacity-building role across all partner organisations throughout the five years, including additional support during the end-of-programme restructuring in 2025. The 2026 carryover of €49,020 relates to final secretariat staff costs associated with programme closeout and reporting. These costs were offset by savings elsewhere in the budget and did not result in an overall programme overrun.

IIC – Activity-related travel costs (€174,784 vs €30,000 budgeted, +483%): Travel costs significantly exceeded the original budget, which had been set at a very conservative level at the planning stage. Actual programme delivery required substantially more travel than initially anticipated, reflecting the genuinely multi-country nature of operations across Colombia, Myanmar, and Burundi, as well as annual participation in international events in New York. No travel was recorded in 2021 due to COVID-19 restrictions, after which costs rose steadily as programme activity accelerated.

IID – Project office costs (€232,510 vs €258,527 budgeted, -10%): Office costs came in just within the 10% threshold over the full programme period. Costs were well managed across all country offices, with the growth in expenditure between 2021 and 2024 reflecting the progressive expansion of programme operations.

IIE – Equipment and investments (€15,802 vs €29,297 budgeted, -46%): Equipment expenditure was significantly below budget across the programme period. This reflects a cautious approach to asset procurement, with teams prioritising programme delivery over capital investment and making use of existing infrastructure where possible. Expenditure declined markedly year on year as initial equipment needs were met in earlier years.

IIF – Monitoring, evaluation and auditing (€370,624 vs €168,545 budgeted, +120%): MEA costs were more than double the original budget over the programme period, with the variance driven by two main factors. First, staff costs (IIF1: +82%) reflect the decision to invest significantly in monitoring and evaluation capacity across all programme countries, with dedicated M&E staff hired in each context. This was not fully anticipated at the original planning stage but proved essential to robust programme management and learning. Second, intervention costs (IIF2: +161%) were substantially above budget due to the mid-term and end-term evaluations, neither of which was included in the original budget. These evaluations were conducted as a consortium, with all partners contributing from their respective budgets into a shared pot, resulting in expenditure flowing through this line that was not reflected in the original planning figures. These costs are fully justified and represent a genuine investment in programme quality and accountability.

III. Overheads / Indirect Costs — Original budget: €324,958 | Cumulative actual: €330,651 | Variance: +2%

IIIA – Costs of support staff (€330,651 vs €324,958 budgeted, +2%): Overhead costs were managed closely throughout the programme, with the marginal overspend of 2% reflecting tight administration from the secretariat. The year-on-year figures show consistent and disciplined management of indirect costs across all five years, with no single year significantly out of line with budget.

Overall: Total programme expenditure for the period 2021–2025 (including 2026 carryover) amounted to €4,868,840 against an original budget of €4,933,530, representing an overall underspend of 1%. This is a strong result given the significant programmatic challenges encountered during implementation, most notably the impact of the Myanmar coup on planned activities. The budget was actively managed throughout the period, with savings on direct staff costs and activity costs offsetting higher-than-planned expenditure on consortium



coordination, travel, and monitoring and evaluation.

The underspend was identified proactively during a preliminary expenditure review conducted in November 2025, ahead of final reporting. The consortium subsequently submitted a request to the Ministry to reallocate the available balance towards consortium partner staff costs in 2026, in recognition of the reporting requirements remaining at programme close. The request was not approved, and the remaining balance of approximately €53,000 will accordingly be returned to the donor at the end of the LEAP4Peace programme.

As mentioned in our 2023 and 2024 annual reports, it is noted that €5,529 of expenditure was deducted in 2023 (as ineligible in 2021) in accordance with letters received from BuZa, and this has been reflected in the cumulative totals.

13. Annexes

- Annex 1a : Financial Annual Report 2025
- Annex 1b : Cumulative Expenses 2021-2025
- Annex 1c : Audited reports 2025 and Reports of Factual Findings - BLTP, GAPS, GEN, NIMD and LEAP4Peace
- Annex 2: Intermediate Outcome Indicator measurement WRGE / SCS Basket Indicators
- Annex 3: 2025 result overview
- Annex 4: LEAP4Peace Outcome Statement
- Annex 5a : End Term Evaluation Report
- Annex 5b : End Term Evaluation Assessment Form

