



Annual Plan 2025

LEAP4Peace
Consortium

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List of abbreviations

ABPoC	Actor-Based Pathways of Change
AGIPP	Alliance for Gender Inclusion in the Peace Process
BLTP	Burundi Leadership Training Program
CAM	CEDAW Action Myanmar
CDM	Civil Disobedience Movement
CSO	Civil Society Organization
CRSV	Conflict Related Sexual Violence
EU	European Union
GAPS	Gender Action for Peace and Security UK
GEN	Gender Equality Network Myanmar
GRIPP	Gender Roadmap for Inclusive Political Parties
(I)NGO	(International) Non-Governmental Organization
L&A	Lobby and Advocacy
MACS	Multi-Annual Country Strategy
MFA	Netherlands Ministry of Foreign Affairs
MySoP	Myanmar School of Politics
NAP	National Action Plan
NIMD	Netherlands Institute for Multiparty Democracy
NLD	National League for Democracy (Myanmar)
NUCC	National Unity Consultative Council
NUG	National Unity Government
PEA	Political Economy Analysis
PMEL	Planning, Monitoring, Evaluation and Learning
PoD	Power of Dialogue
SAC	State Administrative Council
SDG	Sustainable Development Goal
SEAH	Sexual Exploitation and Abuse and (sexual) Harassment
ToC	Theory of Change
UN	United Nations
UNSC	United Nations Security Council
UNSCR 1325	United Nations Security Resolution 1325
US	United States
VSLAs	Village Saving Loans Associations
WAC	Women Advocacy Coalition
WPHF RRW	Women's Peace and Humanitarian Fund Rapid Response Window
WON	Women's Organization Network
WPSA	Women, Peace and Security
WPS-HA	Women Peace and Security – Humanitarian Action Compact



1. Introduction

1.1 Reading guide

This document presents the annual plan 2025 for the Strategic Partnership between the Women’s Leadership and Participation for Peace (LEAP4Peace) Consortium and the Netherlands Ministry of Foreign Affairs (MFA). The Consortium consists of the Netherlands Institute for Multiparty Democracy (NIMD) including its offices in Colombia and Myanmar (currently in Bangkok), the Burundi Leadership Training Program (BLTP), the Gender Equality Network Myanmar (GEN), and Gender Action for Peace and Security (GAPS) based in the UK.

This annual plan is based on the overall Theory of Change (ToC) that underpins the LEAP4Peace programme, and translates this to the specific national and global contexts. The ultimate aim of LEAP4Peace is to contribute to a conducive environment for women’s full and meaningful inclusion in political and decision-making processes, as a means of sustaining peace in Burundi, Colombia and Myanmar.

The LEAP4Peace programme particularly contributes to Pillar 1 of the Women Peace and Security (WPS) agenda – Participation. This pillar seeks to increase participation of women at all levels of decision-making, including in national, regional, and international institutions; in mechanisms for the prevention, management and resolution of conflict; in peace negotiations; in peace operations, as soldiers, police, and civilians; and as Special Representatives of the U.N. Secretary-General.

As 2025 is the last year of the LEAP4Peace programme, this document will include a reflection on learnings and sustainability throughout the planning document as the partnership will not continue beyond 2025.

The plan is structured as follows. It starts with an analysis of both global and Consortium contexts that builds up on this and last years’ developments. This is followed by a section on challenges and lessons learned along with a reflection on the progress made on the ToC. Subsequently, this document outlines the country plans which include a reflection on democratic and civic space and how does this relate to the current Women, Peace and Security situation, as well as overall project implications for 2025 and a table outlining the planned interventions per long-term outcome. Finally, the plan states the efforts done in the areas of international lobby and advocacy and then it outlines the global component, carried out by GAPS and NIMD, followed by sections on the LEAP4Peace Secretariat, learning, partnership with the Ministry and embassies, knowledge and learning and budget notes. The budget is presented in Annex 3.1 for the overall budget submitted, and in Annex 3.2, showing the breakdown of costs between 2025 and 2026. Annex 1 presents the updated risk analysis for 2025 and Annex 2.1 and 2.2 present the indicator targets for 2025.



2. Overall programme developments

2.1 Global context

The current global context continues to be marked by stalled progress in the implementation of the WPS agenda, as well as ongoing backlash and regression on women's rights and overall gender equality.

The rise in geopolitical divisions, militarisation and armed conflict is a continuous worrying trend that has been highlighted already in past years and that disproportionately affects women and girls. According to CIVICUS, conflict-related deaths are at its highest in decades, with civilian casualties up 62% in 2023.¹ According to the 2024 Report on WPS by the UN Secretary General, the proportion of women killed in armed conflict doubled compared to 2023 and the number of conflict-related sexual violence was 50% higher than the previous year (S/2024/671). Additionally, there is stalling of negotiations and/or successful mediation and conflict resolution mechanisms, meaning that many armed conflicts remain unresolved resulting in the violation of human rights and in ongoing humanitarian emergency, affecting women the most. Some unresolved conflicts include the war in Ukraine, DRC, Sudan, Yemen, Myanmar, among others, where women continue to be in the frontline of peacebuilding initiatives, while women peacebuilders and women human right defenders continue to be target of attacks to silence their advocacy and peacebuilding efforts.

Women's participation in peace continues to lag behind. According to 2024 Report on WPS by the UN Secretary General, the data from UN-Women show that of over 50 processes, in 2023, on average women made up only 9.6 % of negotiators, 13.7% of mediators and 26.6% of signatories of peace agreements. If the agreements of Colombia are excluded the proportion of women signatories drops considerably (S/2024/671). Within the current negotiations in Colombia under the framework of Total Peace, women's participation is not fully defined in spite of a woman leading the negotiation table with the ELN. National Action Plans (NAP) continue to be important tools to advance WPS agenda, however, there are important challenges in its localisation and implementation to have an impact on women's lives, women's leaders and women peacebuilders in the frontline.

There is also very limited to no progress to achieve gender parity in politics. At the current pace, gender parity could be achieved in 130 years.² Women's representation in decision-making positions, like cabinet positions and parliament are lower in countries affected by conflict. As in 2023, only 27 states are headed by women and the global proportion of women in parliament does not pass 27% (S/2024/671). In 2024, local authorities at sub-national level elected in 2023 took office in Colombia, representing an opportunity for women to advocate for WPS agenda to be included in the local development plans. In 2025, legislative and district elections will take place in Burundi, representing a key opportunity to strengthen peacebuilding, democratic practices and support women's participation. While gender quotas are in place in Burundi, negative and restrictive gender social norms, violence against women in politics and limited access to financial resources prevent women's meaningful participation in elections and politics. The advocacy and capacity strengthening activities planned by BLTP to work with different stakeholders from civil society, political parties and government are crucial to support women's participation.

Democratic decline and increase of authoritarianism affects civil society's space to voice their demands and mobilise progressive agendas. According to CIVICUS 2024 report, 72%(!) of the world's population now live under authoritarian

¹ https://www.civicus.org/documents/reports-and-publications/SOCS/2024/state-of-civil-society-report-2024_en.pdf

² https://www.civicus.org/documents/reports-and-publications/SOCS/2024/state-of-civil-society-report-2024_en.pdf



regimes. Polarisation within societies and around the world is rising, hindering open inclusive dialogue among groups and within societies. Women's rights and gender equality are under attack and anti-gender narratives are making their way in different countries.

Women's rights organisations face backlash at the same time as essential core-funding as well as funding for their advocacy work is being cut-down significantly. The lack of adequate funding to women's rights organisations and women's agendas affects the ability of women advocates and organisations to respond to the backlash towards gender equality and the structural barriers for women's participation in politics and peace. There is an overall drop in bilateral official development assistance (ODA) in conflict affected contexts as well as with objectives related to gender equality. With Donald Trump's electoral win in the United States, it is possible to expect the global gag rule to be put in place. This rule prohibits US assistance going to any organisation that provides abortion services or any referral, even with its own resources, which is detrimental to women's access to essential reproductive health services and rights. Additionally, recent announcements of budget cuts for ODA in The Netherlands will also affect women's rights organisations access to funding and to key connection with international global movements to move forward their demands.

In this global context, initiatives like LEAP4Peace that address barriers for women's participation in politics and peace to advance WPS agenda, gender equality and women's rights remain more relevant than ever, but are also facing an uphill struggle. In the next pages, the annual plan of LEAP4Peace will be presented. As it is the final year, it will have a special focus on the efforts to ensure sustainability of the results and on improving the resilience of the organisations involved in the partnership.

2.2 Consortium context

The LEAP4Peace programme is being implemented in a challenging global context (as explained above). Civic space is shrinking and democratic and inclusive politics are being challenged worldwide. In Burundi, the human rights situation and civic space continues to deteriorate in light of the upcoming elections, and according to CIVICUS Monitor the civic space remains repressed. In Myanmar, the conflict has continued to exacerbate and measures such as internet bans and the strict new conscription law affect civil society's capacity to continue their work. In Colombia, according to CIVICUS Monitor civic space remains repressed, where human right defenders, social and environmental leaders are killed every day by illegal armed groups. In this repressed contexts, the attention and role that the international community can play to support human rights and civil society's work is essential.

In 2024 the collaboration among the consortium partners materialised in the development of the global knowledge paper "If you don't have peace, you have nothing. What the international community can do to increase women's participation in peacebuilding" and three country-level papers that captured the learnings and voices of women peacebuilders in Burundi, Colombia and Myanmar. The learnings from the first knowledge paper "Pillars of Peace" were integrated in this process to ensure further ownership from partners.

International community's attention is scattered around the many humanitarian crises and conflicts around the globe, making it challenging to ensure the attention towards WPS situation in the three Consortium countries. Additionally, it is possible to say there is an overall difficult international environment which is marked by the political movement towards the (extreme) right and the rise of protectionist policies in the US and certain European countries, directly affecting multilateralism and a reduction of overall ODA commitments. In this context, the local partners of LEAP4Peace and NIMD Country Offices are facing difficulties to secure funding beyond 2025. This is creating additional pressure to focus on visibility and fundraising as the end of the programme approaches. Finally, from a programmatic point of view, based on the recent policy announcements of the Dutch MFA, we assume there won't be continuation of the current partnership. So the focus will be on exit and closure strategies and ensuring sustainability of the results and positive impact.

Please find below an update specific to each of the Consortium Members:



NIMD (Secretariat)

The Secretariat, consisting of NIMD programme, financial and PME staff, works on behalf of and for the Consortium and is responsible for contract management (including PME efforts), providing programmatic guidance, compiling, and reviewing (multi-) annual plans, budgets, and reports. In 2025, NIMD will focus its efforts to disseminate the learnings and achievements of LEAP4Peace and its partners, in order to advocate for the importance to fund and support women's participation in peace and politics. Additionally, the closure of the programme and the partnership will be a priority as well as the coordination of the end evaluation. In the past years, the Steering Committee of the LEAP4Peace programme has increased its role in advise and decision-making, and is well placed today to guide the secretariat. Therefore, the Secretariat will continue to bring together and engage the Steering Committee in regular meetings related to the End Term Evaluation of the programme.

GAPS

GAPS role in the consortium as expert network in WPS and international lobby and advocacy has been key to support joint IL&A endeavors e.g. during WPS Open Debate by the UNSC in New York. In 2024, in order to support ownership and joint-leadership of LEAP4Peace, it was jointly decided for GAPS to lead the knowledge product development and IL&A, including the budget (which in the past had been managed by NIMD as consortium lead). GAPS budget is limited (due to expenditure of allocated budget in previous years), therefore, GAPS will prioritize for 2025 the dissemination of the LEAP4Peace knowledge product. GAPS as network organization and key actor in the WPS sector will continue its lobby and advocacy work to advance WPS agenda beyond 2025.

BLTP

Parliamentary and regional elections are taking place in Burundi in 2025, and this will be one of the key focus of BLTP for this year to support women's participation by supporting women's candidates skills. However, due to the very restricted civic space and the current trend as elections approach for the increase of restrictions by the political party in power, lobby and advocacy activities will be limited. BLTP faces difficulties to secure funding for its long-term sustainability. BLTP is currently collaborating with NIMD in another embassy funded project to support inclusion of political parties. And throughout 2024 NIMD supported BLTP in the preparation of a concept note to the WPHF RRW aiming to support women's participation in the implementation of the Arusha Accords, however in the end it did not pass the final approval stage.

NIMD Colombia

Considering this is the last year of the strategic partnerships with the MFA (both LEAP4Peace and WPS funding mechanism and Power of Dialogue under Power of Voices end in 2025), NIMD Colombia will maximize efforts and resources by increasing the strategic collaboration among the two programmes. In terms of financial sustainability, NIMD Colombia has not yet managed to secure funding beyond 2025, and the closure of the office is a possibility. Strategic partnerships with key institutions such as the Memorandum of Understanding with the District Women's Secretariat, the Observatory of Violence against Women in Politics and the articulation with organizations such as the National Women's Network (Red Nacional de Mujeres) and WILPF (LIMPAL in Spanish) Colombia are ways of ensuring sustainability of results and actions, however without the continuous technical support of NIMD Colombia as well as financial contribution, its difficult to determine the continuation of these initiatives in the future. Therefore, NIMD Colombia will prioritise formally closing down these strategic partnerships in order to avoid expectations of further support and determine ways on how initiatives can be picked up by the different local stakeholders. NIMD Colombia has specialized in the past years in political innovation methodologies and this represents an opportunity for fundraising. Additionally, efforts will be put into visibility and communications to support fundraising endeavors.

GEN and NIMD Myanmar



The context in Myanmar remains challenging as the conflict exacerbates with active fighting between the Tatmadaw and several Ethnic Armed Organizations (EAOs), while the military junta remains in power in most parts of the country. GEN and NIMD Myanmar have been able to adapt to the current context, reallocate their staff and offices and continue working by supporting women peacebuilders networks and advocacy, mainly international in the case of GEN. For example, GEN expanded their work since 2024 to provide funding to women peacebuilders in the frontline to support their work. NIMD Myanmar is setting up in 2025 further support mechanisms for the women peacebuilders.

The lack of funding to support local women peacebuilders and women human right defenders in the frontline in Myanmar has been highlighted by GEN as one of the main challenges. In light of the ending of LEAP4Peace programme, in 2025 GEN will invest in further increasing the skills of the network of women peacebuilders so they can continue to collaborate and the WAC-M will continue its advocacy work, regionally and internationally.

In the case of NIMD Myanmar, the office is also facing difficulties to guarantee funding beyond 2025. In order to ensure the sustainability of the results, NIMD Myanmar will prioritize a transition phase in 2025 by supporting further strengthening of women's peace ambassadors and peacebuilders involved in the network to be able to co-facilitate the platform beyond the duration of the programme.

2.3 Challenges & lessons learned

Key challenges

- 1) *Collaboration and coordination*: lessons learned in the past years in terms of collaboration and coordination among consortium members have been applied. The development of the global knowledge product and the joint launch held by GAPS, NIMD and GEN is proof of that. Key decisions regarding budget allocations, IL&A, end evaluation are made jointly following the advice of the Steering Committee. Challenges remain as different organisations bring different perspectives and have different ways of working. E.g. GEN and GAPS are more activist and vocal organisations with regards to lobby and advocacy. While NIMD focuses more on dialogue with political actors. However, there is added value in collaborating and learning from each other.
- 2) *Sustainability*: in the planning of 2025 special attention has been given to include further reflections and strategies on sustainability. Partners have reflected on the sustainability of their organisations; sustainability of their interventions and how strategic partnerships with key governmental and civil society stakeholders provide opportunities for this; and finally sustainability of the outcomes and impact achieved at different levels of the ToC. There are different levels of understanding and prioritisation among the partners on how to integrate sustainability in their work, therefore NIMD will support this process as partners close down the programme and can implement exit strategies.
- 3) *Mutual capacity strengthening*: the implementation of learning agendas has been a challenge in LEAP4Peace Consortium. Due to limited budget and therefore staff capacity within all partner organisations, allocation of time to moderate an ambitious learning agenda has not been possible. Different topics were initially identified (2021) and then further prioritised (2022). Considering the insights provided by the Mid-Term Review, it has been more strategic to focus on specific collaborations, products and/or processes where partners can exchange information and savoir-faire.
- 4) *Climate*: the integration of climate as cross-cutting issue within the programming of LEAP4Peace has been challenging. During the COP 28, a declaration on climate and peace acknowledges the relation of climate change and conflict on vulnerable communities and women. Women's leadership and participation in politics is essential for climate and peace.
- 5) *Increased security threats*: As highlighted in the first section, increased conflict and civic space restrictions are a global trend and in the LEAP4Peace countries. In Colombia, the security situation has worsened in the past years.



The dismantling of FARC-EP following the peace agreement, has led to an increase of conflict among other illegal armed groups claiming the space left behind. And therefore leaving communities in the middle of the fire. This has affected the implementation of LEAP4Peace activities in the field. As response NIMD Colombia has agreed with the women themselves on the best schedule and way to convene activities so they can participate safely.

Lessons learned

- 6) *Adaptive programming*: the close monitoring and analysis of the political context in the countries of implementation and the international level has allowed the consortium partners to adapt and intensify resources once a window of opportunity opens. This is the case in Colombia, where the commitment of the current government to put in place a NAP 1325 in a consultative approach, has allowed NIMD Colombia to support the participatory process, engage in strategic partnerships with key organisations and support lobby and advocacy a local level for the integration of WPS in the local development plans.
- 7) *Actor-based pathways of change*: the use of actors-based pathways of change has proven to be a good way to programme interventions and visualize the expected change trajectory per actor following the ToC. More on this and the relation with the ToC on the section below on Toc.
- 8) *Effectiveness of online spaces to counterbalance closure of civic space*: Due to the coup in 2021, most of the activities implemented by GEN and NIMD Myanmar, have been online. The creation and consolidation of women peacebuilders and women ambassadors in Myanmar has been possible through online channels. This has allowed for the organisations to continue working in Myanmar with a low profile and also has provided women peacebuilders access to a support network of women, key information and knowledge regarding their role and rights, as well as issues like federalism, peace and WPS. For the online spaces to work, GEN and NIMD Myanmar have invested in capacity building of the women and the staff to ensure security of online channels.
- 9) *The connection between local and international advocacy levels works to advance women's priorities in conflict settings*: Consortia such as LEAP4Peace, multi-county and multi-year, offer key opportunities for the connection of local networks for advocacy with international spaces and actors. This is particularly relevant in contexts where the civic space is closed and restricted, like in Myanmar. Through its international advocacy efforts, GEN has ensured that the conflict in Myanmar and women's resistance and role, stays in the international agenda. The fact that during the Open Debate on WPS in 2024, a delegate from Myanmar was able to speak, represents an advocacy win for GEN.
- 10) *Localisation of WPS commitments remains a challenge*: the announcements of a NAP 1325 in Colombia that is still on the making (announcement for it to be published in 2024) and the limited progress in Burundi after several consecutive NAPS, shows the difficulties to ensure the localisation and implementation of WPS agenda in the ground. Therefore, the prioritisation by NIMD Colombia to work on local advocacy to include WPS in the local development plans of new local authorities.

Risk management

In terms of risk management, risks are considered in the following categories: contextual, programme, risks related to implementing organizations and technology and data. The risk management strategies have proven effective during the past 4 years of implementation.

For the year 2025, it is worth highlighting in Burundi key risks related to violence and increased restrictions to civil society in light of the coming elections. In Myanmar there is also an increase in conflict related risks due to new measures taken by the de facto authorities, such as the announced census in October 2024 or the crack-down of VPN use. Mitigation measures such as working with a low-profile have been effective for GEN and therefore the strategies will be maintained.



Another risk is the seemingly changing stance of China towards the Junta and the different EAOs they have relations with, increasing the risk of intensified fighting, coupled with a distracted West to play a role in conflict resolution and peace. In the case of Colombia, security risks are not new and have materialized twice during the programme implementation this year. The mitigation strategies have been effective and no programme staff or participant has been harmed.

Theory of Change

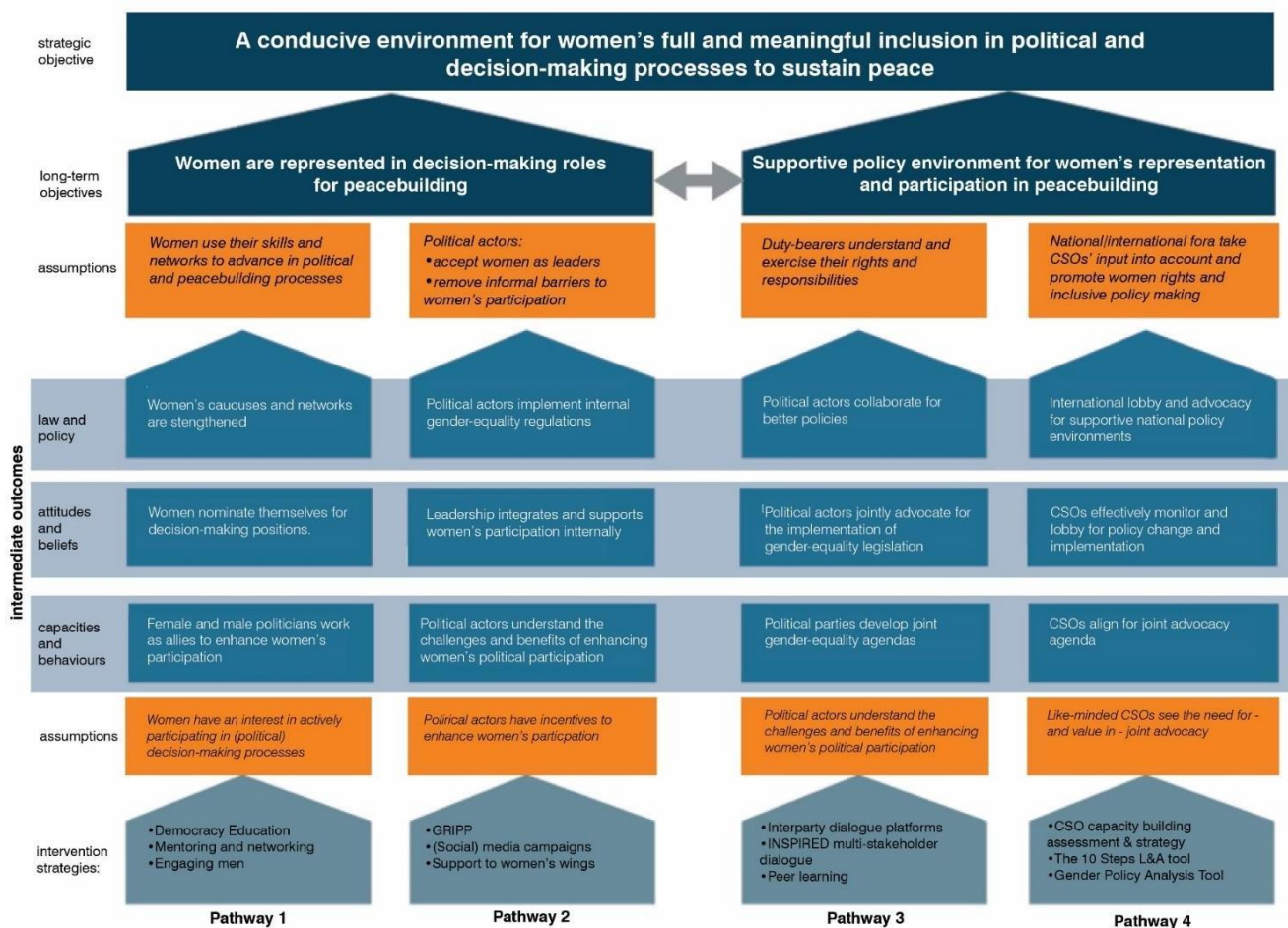
The Theory of Change continues to be valid. While the ToC itself has not changed, in the last year of the programme implementation, each country programme is adapting their strategy within the overall ToC to maximize their impact considering the results achieved and the changing context by adjusting their country strategies. Pathway 3 and 4 that focus on the creation of a supportive policy environment for women's participation are essential for sustainable change, and all partners will be focusing on these.

In the case of NIMD Colombia, the Mid Term Review and its outcome indicator measurement revealed that the programme has well surpassed set targets for a number of indicators. This is especially the case for indicators related to pathways 1 and 2. Therefore, the programme now concentrates its efforts on Pathways 3 and 4 to cement those gains.

For BLTP, the last year of the programme is characterized by upcoming elections in the country. In view of this, the programme is focusing on supporting women candidates and working with the political parties ahead of the elections, as per pathways 1 and 3.

Considering the political context in Myanmar, both NIMD Myanmar and GEN are pursuing in their previous path. NIMD Myanmar will continue focusing on the capacity strengthening and networking of women peacebuilders as per Pathways 1. GEN will mostly pursue its work on international advocacy according to Pathway 4, maintaining relationships with various (international) CSOs, (I)NGOs and women networks at multiple levels.





3. Myanmar

3.1 Country context

Since the military coup on 1st February, 2021, Myanmar has faced a deepening crisis marked by escalating armed conflict and widespread humanitarian suffering, including disrupted supply chains, rising commodity prices, and a volatile currency. The junta's inability to assert control over large portions of the country has fueled ongoing resistance movements, including the People's Defence Forces (PDFs) and allied ethnic resistance groups. In recent months, resistance forces have made significant territorial gains, particularly following coordinated offensives like "Operation 1027" in Northern Shan State. Despite these advances, the conflict remains highly fragmented, with no single actor exercising de facto power over the state and whole territory, leaving Myanmar in a state of persistent instability and contested governance.

In areas under resistance control, some Ethnic Armed Organizations (EAOs) have established governance systems to provide essential services, such as healthcare and education, to millions of people. Meanwhile, the interim National Unity Government (NUG) continues to operate schools, clinics, and IDP assistance programs, although it faces challenges reaching all conflict-affected communities. The military junta has repeatedly delayed its plans for a national election, citing security concerns. Recent announcements that they will be held in 2025 are not taken seriously. Looking ahead to 2025, the political landscape will be further shaped by ongoing armed struggles for control and negotiations, with various groups vying for influence and no clear resolution in sight. The ceasefire brokered by China between the Three Brotherhood Alliance and SAC has temporarily eased tensions, but the situation remains highly volatile, as the different interests on the ground are difficult to align.

Humanitarian conditions are deteriorating, with at least 2.6 million people displaced as of early 2024 and frequent attacks and airstrikes still targeting civilians in many parts of the country. Internet restrictions have also complicated communication and disrupted civil society efforts. Gender-based violence has surged since the coup, with women and girls facing increasing risks, including sexual violence by both state and non-state actors. The political space for women has also shrunk significantly, with reports of declining participation in education and politics, alongside a rising threat of trafficking due to economic instability. Women peacebuilders have faced restrictions on movement and threats to their safety, limiting their ability to engage meaningfully in peace efforts. Yet, women continue to play a critical role in advocating for their rights and promoting the Women, Peace, and Security (WPS) agenda, even under severe constraints. Economic conditions have deteriorated sharply. The introduction of a mandatory conscription law in early 2024 has led to a workforce crisis as young men and women flee to neighboring countries. Additionally, flash floods from Typhoon Yagi in late 2024 displaced hundreds of thousands and devastated farmlands, worsening the food insecurity crisis.

3.2 Myanmar Programme 2025

NIMD Myanmar and GEN have developed their 2025 plans based on a thorough assessment of the context (as described above) and the progress in previous years of the programme.

In 2025, NIMD Myanmar will continue focusing on Pathway 1, maintaining its strategy to work with women peace ambassadors and leaders in Shan State. For the past years, NIMD Myanmar has invested in the creation of a functional support and exchange network of women peace ambassadors in Shan State. In this network, members exchange strategies, knowledge and experiences for peacebuilding in a safe space, both online and offline. Considering the current context in Myanmar, the programme will focus for this last year in strengthening the network for women to engage at sub-national level in Shan State's peace process. Women peace ambassadors play a key role at sub-national and local level in peacebuilding, as ambassadors of peace and security can participate in community level peacebuilding initiatives



and support dialogue at local level. NIMD Myanmar will create spaces for collaboration and knowledge sharing among women networks by organizing online dialogue sessions. These sessions will engage women trained under the LEAP4Peace program, fostering continued exchange of experiences and insights.

As this is the last year of implementation, NIMD Myanmar will put in place several key strategies to ensure sustainability. Women peace ambassadors have increased their conflict resolution and leadership skills. Key support systems as well as referral to other aid organizations will be mapped, to ensure the continued support to women’s peace ambassadors and their role in peacebuilding beyond LEAP4Peace. Additionally, NIMD Myanmar will put in place a transition strategy so the women peace ambassadors network can continue to engage beyond LEAP4Peace focusing for example on community dispute resolution roles. NIMD will progressively shift the facilitation responsibilities to participants by creating co-facilitation roles.

GEN will maintain its work under Pathways 1 and 4, with a focus on supporting women peacebuilders and civil_society. Under Pathway 1, GEN will establish both online and in-person spaces for collaboration and capacity strengthening among women peacebuilders. This will include launching an online platform, organizing meetings to sustain the network of women peacebuilders, and providing tailored training programs. Through this platform, women peacebuilders will have the opportunity to exchange insights and experiences, gaining valuable knowledge and practical skills. In particular, the forum will emphasize adaptive strategies, including locally developed survival techniques and coping mechanisms, enabling women peacebuilders to navigate the ongoing challenges in Myanmar’s complex and evolving context. The enhanced understanding and skills gained from this forum will equip them to contribute more effectively to local, national, and subnational peace and security efforts. Financial support will also be provided to enable women to carry out peacebuilding initiatives within their communities.

Under Pathway 4, GEN will continue its collaboration with the Women’s Advocacy Coalition (WAC), which it funds to conduct advocacy both within and outside of Myanmar. GEN will organize and participate in advocacy meetings with UN agencies, international organizations, and foreign governments to amplify the voices and priorities of women peacebuilders.

Despite the ongoing nationwide armed conflict and the shrinking civic space in Myanmar, GEN and NIMD Myanmar are prioritizing initiatives to ensure the sustainability of the women's networks set-up in the LEAP4Peace consortium after 2025 and build upon the skills and partnerships developed. Throughout the program, GEN focused on strengthening networking and coordination among women peacebuilders, creating resilient networks that will continue functioning beyond the project's lifespan. This long-term impact is crucial to sustaining gender equality gains and supporting women’s leadership, especially as they have played a significant role in anti-coup protests and the current revolution.

Detailed NIMD Myanmar 2025 planning:

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1: Women’s positions are represented and included in decision-making on the democratic peace-making processes in Myanmar.						
Network of peace ambassadors are established and functional.	Recurring dialogue meetings and mentorship	Recurring monthly dialogue meetings, which include capacity strengthening activities and knowledge exchange, for 42 participants who have undergone democracy education and dialogue facilitation skills training	X	X	X	
	Technical and logistical support of cases	NIMD Myanmar will facilitate spaces of collaboration and logistical/administrative support to WoPAs in managing or supporting cases, including instances of gender-based violence and local disputes between different communities.	X	X	X	



	Mentoring support to WoPAs	Day-to-day support and mentorship of WoPAs.	X	X	X	
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Detailed GEN Myanmar 2025 planning:

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1: Women’s positions are represented and included in decision-making on the democratic peace-making processes in Myanmar						
Network of peacebuilders are established and functional	Coordination and networking among women peacebuilders	For 2025, GEN will focus on strengthening and expanding the network among women peacebuilders, enabling them to collaborate more effectively with Women Human Rights Defenders (WHRDs) and other empowered women leaders, including those supported by NIMD Myanmar. For this: <ul style="list-style-type: none"> - Development of a dedicated platform that facilitates ongoing dialogue, coordination, and collective action on Women, Peace, and Security (WPS) issues across local, subnational, and national levels. - GEN will organize networking meetings that bring together women peacebuilders and WHRDs to share their experiences, explore solutions to the challenges they face, strengthening the capacity of women peacebuilders to influence broader peace and security efforts throughout Myanmar. 	X	X		
	Inclusion of women peacebuilders in a Knowledge-Sharing Forum	The network of women peacebuilders will remain active, and members will be invited to participate in a Knowledge Sharing Forum planned for the latter part of the year 2025. The forum aims to further solidify this network while deepening participants' understanding of various aspects of WPS issues.		X		
Peacebuilders collaborate to jointly identify challenges and priorities for women’s meaningful participation in democratic peace-making process.	Capacity strengthening of women peacebuilders	2 different training sessions, either online or in-person, covering essential topics such as the WPS, cybersecurity, psychological first aid, conflict resolution, leadership, and dialogue. These interventions will provide women peacebuilders with the necessary skills and knowledge to effectively advocate for and represent grassroots interests in both formal and informal peace processes.	X	X		
	Financial support to empower women peacebuilders in their implementation of WPS local initiatives	In 2025, this initiative will continue to offer financial support to local women peacebuilders for the implementation of their proposed short-term projects within their respective regions. GEN plans to support a minimum of two local initiatives, expanding beyond the Kachin and Shan states to other regions as needed.	X	X		
Long-term Outcome 2						
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 organize CSOs to work collectively for advocacy	GEN will strengthen its collaboration with Women Advocacy Coalition-Myanmar (WAC-M), and jointly develop policy and advocacy materials and collaborate in advocacy efforts. Renewed focus on collective advocacy initiatives that promote the women, peace, and security agenda. Building on the foundations laid in previous years, GEN and WAC-M will expand their advocacy efforts, focusing on key national, regional, and global platforms to amplify the voices of women peacebuilders and WHRDs.	X	X		
	International L&A activities	Organization of both in-person and virtual advocacy meetings, interactive workshops, and engaging forums, such as Commission on the Status of Women (CSW) conference, WPS week, ASEAN Civil Society Conference, at multiple levels—local, national, regional, and global. These events will serve as platforms to bring together WAC-	X	X	X	



		M members, women peacebuilders, civil society organizations (CSOs), and other stakeholders to discuss strategies, share experiences, and develop solutions to advance women’s rights and participation in peacebuilding efforts.				
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4. Colombia

4.1. Country context

In 2023, Colombia experienced a significant political moment with the local elections held on October, where governors, deputies, mayors, council members, and local administrators were chosen through popular vote. Out of the total 125,170 candidates, 38.9% were women, but only 24.5% of these women secured elected positions. Despite progress, such as the highest ever female representation in departmental governorships (18%) and near gender parity in local administrative boards (44.4%), significant gender gaps persist. For instance, only 13.3% of mayorships and 20.3% of departmental assembly seats were won by women, highlighting the need for affirmative measures to advance gender parity in political representation.

These newly elected officials for the 2024-2027 term face the critical task of formulating Development Plans, which outline local governance priorities for economic and social programs in local government. Women’s civil society organizations positioned their needs in this process to influence local policies, advocating for issues such as gender-based violence, economic autonomy, care work, peace, security, political participation, and employment opportunities.

In terms of legislative advancements, the Colombian Constitutional Court upheld [the constitutionality of the Statutory Law Project 006 of 2022, which mandates] measures to prevent and address violence against women in politics, reinforcing women’s right to participate without violence or discrimination. This decision marks a historic milestone, acknowledging years of advocacy by women’s movements and international cooperation to combat political violence that hampers women’s leadership. The Women’s Political Violence Observatory continued supporting this process and raising awareness among women’s organizations and political groups about this new law's implications.

Meanwhile, within the WPS agenda, feminist and women’s movements have persistently demanded greater inclusion in peace dialogues under the current government’s “Total Peace” law. They emphasize that women should be recognized not only as victims but also as essential peacebuilders and social fabric restorers in their communities.

Despite these ongoing efforts, challenges remain, particularly the lack of guarantees for civil society's effective participation in peace dialogues, with women facing heightened difficulties. Moreover, there is limited political will to integrate gender perspectives into negotiations, despite Colombia's previous experience with the gender-sensitive provisions of the peace agreement with FARC-EP. Women’s organizations have stressed the importance of educational initiatives to ensure all dialogue parties understand gender inclusion's significance.

Finally, the government is expected to finalize the National Action Plan (NAP) for Resolution 1325 by the end of 2024. However, uncertainties surround this timeline, as the Ministry of Equality and Equity, responsible for the NAP's development, has faced institutional crises, including leadership changes and scrutiny from Congress over underutilized resources.

4.1 Programme 2025

Although no modifications will be made to the LEAP4Peace Colombia ToC for 2025, it is important to note that the program’s mid-term results, and the 2024 interim report showed significant progress in meeting the indicators across all change pathways. For this reason, financial and programmatic efforts in 2025 will focus on the implementation of change



pathways 3 and 4.

With the anticipated finalization and publication of the National Action Plan (NAP) 1325 by the end of 2024, NIMD Colombia will support women’s civil society organizations in raising awareness and advocating with government entities to engage with and promote the implementation of the NAP 1325. Leveraging established relationships with local women’s organizations, the programme will provide technical assistance and accompaniment to develop advocacy agendas and engage effectively in policy processes.

In collaboration with the Power of Dialogue consortium under the Power of Voices framework, the programme will continue fostering multistakeholder dialogue at both the national and district levels (Bogota). NIMD Colombia will maintain its critical partnership with the Ministry of the Interior, a key ally in promoting women’s political participation under equal and violence-free conditions. The program will focus on creating safe spaces for dialogue on gender equality and supporting collaborative efforts to advance gender-responsive agendas. Additionally, as part of the actions of the Observatory on Violence Against Women in Politics, the program will work closely with this partner to support the implementation of the Law on Violence Against Women in Politics.

As the program nears its conclusion, significant challenges arise in sustaining the achievements made, primarily due to decreasing funding opportunities over the past year. Over recent years, NIMD Colombia has developed expertise in innovative political methodologies that integrate a gender perspective and influence public policy. The program has also built strong partnerships with the national Secretariat for Women and collaborated with the Observatory on Violence Against Women in Politics. These partnerships, while beneficial, require financial investment to maximize impact, though some may continue through technical assistance from NIMD Colombia staff.

Detailed 2025 planning:

Intermediate Result	Intervention	Description	Quarter			
			1	2	3	4
<i>Long-term result 1</i>						
<i>Long-term result 2</i>						
3.1 3.2 3.3	Interparty Dialogue Meetings	Multiparty dialogue roundtables at the local, regional and national levels for the mobilization of gender equity agendas	x	x	x	
4.1 4.2	Trainings on L&A for women CSOs	Dissemination and capacity-strengthening about the NAP 1325 with women's social organizations and government entities, led by the women's organizations.		x	x	
4.3	Research and studies	Report on monitoring Violence against Women in Politics		x	x	

5. Burundi

5.1 Country context

The Burundi’s upcoming electoral cycle—including senatorial, legislative and communal elections— is expected in the first half of 2025. In 2024, concerns have already emerged over the transparency and fairness of these processes. The President's appointment of the Independent Electoral Commission members by decree has sparked criticism from opposition parties, who argue that the Commission lacks impartiality. Additionally, the new Electoral Code, enacted in June 2024, has faced backlash from civil society and political leaders for imposing restrictive conditions that could limit participation in the upcoming elections.

Political intolerance is increasingly evident as opposition parties face harassment and restrictions. For instance, activists



from the Conseil des Patriotes (CDP) were detained in Bujumbura province on questionable grounds, such as allegedly disturbing public order while simply gathering in a bar. Additionally, the Sahwanya Frodebu party in Cibitoke province reported the destruction of party symbols, including disappearing flags and vandalized offices. Political gatherings are often banned or disrupted, as seen in Makamba province, where a meeting of the CDP party was prevented from taking place. These incidents hinder the ability of political formations to mobilize, operate freely, and engage in meaningful electoral activities.

Despite the restrictive environment, there are ongoing, albeit limited, opportunities for dialogue between political parties and public authorities, facilitated through meetings with the Ministry of the Interior and sometimes even with the President. However, untransparent practices continue to undermine the electoral environment. For example, the ruling party has demanded financial contributions from citizens to fund its campaign, threatening to withhold administrative services. Concerns about the fairness of the voter registration process have emerged, as members of the electoral bodies are largely affiliated with the ruling party. This lack of neutrality demotivates programme participants and further erodes confidence in the electoral process. The new administrative structure, which has consolidated provinces and communes, adds further barriers for women seeking political office. The expanded responsibilities of local leaders and the long distances required for political campaigns make it difficult for women to participate, especially given their traditional caregiving roles.

The socio-economic context compounds these challenges. Inflation remains high, driven by food and fuel price increases, while recurrent fuel shortages disrupt daily life and programme operations. Rising costs place economic pressures on households, making it difficult for women to engage in political activities.

5.2 Programme 2025

In 2025, BLTP's work in Burundi will be shaped by the critical electoral cycle, with senatorial, legislative, and communal elections scheduled to begin in May. Given this challenging environment, BLTP will focus on supporting women politicians and political parties as they prepare for the elections. This includes strategic training to improve women's positioning on electoral lists and campaign strategy sessions designed to equip women candidates with the skills needed to run effective campaigns. The programme will also continue facilitating awareness-raising sessions targeting not only women but also their husbands, to ensure family support for women's political engagement. Additionally, the multi-party Village Savings and Loan Associations (VSLAs) will remain a key strategy for building a support network among women from different political backgrounds and strengthening their advocacy capacity. Links with local authorities have been established to ensure the continuation of VSLAs beyond LEAP4Peace.

The newly reorganized administrative structure, while presenting logistical challenges such as increased distances, also opens up opportunities for women to apply for new technical positions within communal administration and support roles in national institutions like the Senate, which will be significantly reduced in size. These advisory and support positions are foundational to democratic processes and local development. It is essential to raise awareness among skilled women to encourage them to compete for these roles.

The advocacy strategy in alliance with 10 civil society organizations will continue to play a key role, as partners complement each other in their strategies to advance women's political participation. Considering that 2025 is the last year of the programme as well as an electoral year, key multi-stakeholder discussions will be organized to address the progress made for women's political participation as well as the remaining challenges. These initiatives will provide closure of the programme in Burundi.

Detailed planning 2025:



Intermediate result	Intervention	Description	Quarter			
			1	2	3	4
Long-term result 1: Women politicians effectively influence the community, political leadership and Burundian authorities to achieve quantitative and qualitative representation in national, provincial and communal decision-making bodies						
1.1.	Support regular provincial meetings around empowerment activities	Organize follow-up meetings every six months to assess sustainability and collaboration among VSLA initiatives.	X	X	X	
1.2.	Thematic training for new VSLAs	Organization of a two-day session for each of the 10 new multi-stakeholder groups initiated by the former VSLAs	X		X	
1.3.	Campaign planning training for women candidates in the 2025 elections	Organization of a two-day national workshop on strategic planning of the electoral campaign for the 30 participants, members of the electoral campaign management of 15 political parties Organization of 5 provincial workshops for women candidates in the 2025 elections for 40 participants	X			
1.4. Women politicians use the media to inform, educate and communicate their civil and political rights in general and their right to political participation in particular	Dissemination of gender-sensitive political programmes for the 2025 elections	Organization of 5 community radio programs in which potential women candidates for the 2025 parliamentary elections express their views on the contribution of elected women to governance	X	X		
	Support women in developing public awareness messages for international women's rights events	Involve VSLA women in celebrating the day in their respective provinces	X			
		Official handover between the VSLAs supported by the BLTP and the new multi-stakeholder groups initiated and supervised by the trainees by transferring to them their own start-up capital	X			
Long-term result 2: Burundian political and governmental players apply policies and practices to enable women to access decision-making positions.						
2.2. The government adopts practices that promote women's participation in decision-making bodies	Meetings with relevant government bodies (Ministry of Interior, Community Development and Public Security)	Organization of four quarterly PME meetings for 10 participants to strengthen and maintain the space for the implementation of BLTP interventions				
2.3. Political parties adopt policies that promote women's participation in decision-making bodies.	Post-electoral sessions to evaluate women's participation in 2025 elections with provincial party leaders and heads of women's leagues	Organization of 5 one-day provincial workshops for 30 participants (provincial party leaders and heads of women's leagues) to assess their participation in the 2025 elections.			X	
		Organization of 1 one-day national workshop for 40 participants to assess women's participation in the 2025 elections.			X	
2.4. Stronger and broader alliances are established between CSOs including churches women's political structures/organisations.	Ownership of project results	Organization of a national workshop with stakeholders to strengthen ownership of project's achievements and results, and to evaluate sustainability.			X	

6. International Lobby & Advocacy

6.1 Context for L&A

In 2024, the topic of women's participation in peacebuilding has had increased attention within the international Women,



Peace and Security (WPS) sector due to various global issues such as the ongoing conflicts in Gaza and Sudan and the poor representation at the Doha talks for Afghan women. In 2025 will be the 25th anniversary of the UNSC 1325 Resolution and 30th anniversary of the Beijing Declaration, therefore crucial year for advocacy and key positioning of the challenges, gaps and demands to strengthen women’s participation in peace and security.

In the global space, the need for concerted work on improving women’s participation was recognised with the launch of the UN Women Leaders Network in September 2024³ which aims to advocate for gender-equal participation in leadership and decision-making. UN Women have been a partner and target for the work undertaken by GAPS for the LEAP4Peace programme and our international lobbying and advocacy activities, due to their key role in implementing UNSCR 1325 in UN spaces and through their country offices. Therefore we can see this announcement and new commitment as a positive outcome of the LEAP4Peace programme.

In the UK, the political environment that GAPS is working in, the first half of 2024 was marked with an increasingly right-wing government that had been continuing to close civic space and implement harsh policies that impacted women and girls globally and, in the UK, including the Rwanda bill and restrictions to protesting. However, the UK elected a new Labour government in 2024 which had previously shown more interest in a feminist approach to development and reconfirmed the UK’s commitments to the WPS agenda and UNSCR1325. However there have not been any concrete policy or funding announcements in the first few months of this new government.

The election and subsequent period where the government was taking shape, took up time and space for advocacy, with GAPS’s focus shifting to the new government through activities such as ‘The 100 Days of WPS’ briefing which was shared widely with government stakeholders and had positive feedback, including through establishing relationships with new MPs.

In the Netherlands, there have been significant changes as well. The change of government and the announcement of changes in the policy framework supporting civil society has created uncertainty regarding how the Netherlands will continue to support the progress of WPS agenda, and its support to civil society specific to WPS programming.

In 2025, international lobby and advocacy under the LEAP4Peace program will continue to focus on advancing the WPS agenda. Despite the robustness of the WPS framework, as highlighted in the UN Secretary General’s 2024 report on WPS, progress on women’s participation in peacebuilding, politics, and decision-making remains inadequate, with global funding for gender equality initiatives in conflict-affected contexts declining sharply. These systemic barriers require increased efforts to amplify the voices of women peacebuilders and civil society organizations.

Building on prior successes, the LEAP4Peace program will connect in-country learnings to global advocacy, drawing from 2024 knowledge products like “If you don’t have peace, you have nothing” to share best practices. These efforts will focus on influencing multilateral processes and ensuring the inclusion of women’s voices in peacebuilding while addressing the funding gaps and challenges faced by local partners. International advocacy will prioritize spaces where these linkages can amplify the WPS agenda, especially in light of the reduced ODA and the increasing rightward shift of governments, which have constrained resources for WPS programming.

6.2. GAPS Programme 2025

In 2025, GAPS will continue to increase advocacy capacity and lobbying skills in CSOs, including but not exclusively for LEAP4Peace Consortium members. Furthermore, GAPS will influence global actors with the advocacy products created through the project. In particular, in 2024 GAPS led the development of the global knowledge product, in coordination

³ <https://www.unwomen.org/en/news-stories/news/2024/09/un-women-leaders-network-to-convene-a-diverse-group-of-women-leaders-worldwide-to-advance-womens-rights-and-leadership>



with consortium partners to shape the design and development of both the global and country-level reports. The continued dissemination of the report series will continue at the national and international levels, in collaboration with NIMD, BLTP and GEN.

Also in 2024, Season 1 and 2 of the podcast Mind the GAPS: A Women, Peace and Security Podcast were produced and launched. The podcast has covered episodes on feminist foreign policy, Palestine, Northern Ireland, Sudan, multilateralism, LGBTQI+ rights and climate change and featured different LEAP4Peace country programs. Listenership continues to increase from the previous season and we have received several positive comments on the content of the podcast from stakeholders within the sector. Given that the podcast has proven to be an effective way to facilitate conversations across the gender, peacebuilding and conflict sector, and build new knowledge through dialogue, GAPS has been able to secure funding for the sustainability of this initiative, which will continue after the end of the LEAP4Peace program.

Detailed GAPS 2025 planning:

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 1						
Long-term Outcome 2						
	Continued dissemination of global knowledge product (report series)	Dissemination of the global knowledge product (report series) in virtual spaces (webinars, podcast, social media dissemination) and in bilateral meetings with relevant stakeholders, including civil servants and civil society partners. Report written by GAPS, with contributions and input from NIMD and other LEAP4Peace Consortium members on the topic and content. Plans to launch this paper at CSW68 in March 2024.	X	X	X	
	Podcast	Continued production, publication and dissemination of the Season 3, and planning and preparations for Season 4 of the Podcast Mind the GAPS. The podcast is published on a monthly basis, and includes a country program of the LEAP4Peace consortium per season.	X	X	X	
	No-cost intervention	Staff costs (GAPS): PMEL, consortium building, visibility LEAP4Peace, networking	X	X	X	X

6.3. NIMD Programme 2025

For the last year of the programme, NIMD will focus its efforts on international lobby and advocacy to disseminate and capitalise the learnings and achievements of LEAP4Peace, through the dissemination of the knowledge paper in The Netherlands and Brussels mainly.

Additionally, to support learning agendas and fundraising efforts of country offices and partners, NIMD will support the documentation of impact, achievements and results of LEAP4Peace. So, the knowledge and know-how acquired through LEAP4Peace by the different partners can be used for their strategic positioning, to advocate for additional support to advance on women’s participation in peace and politics. This documentation will include also the documentation of pictures and video material and focus on women’s voices and trajectory of change.

Finally, the Steering Committee of LEAP4Peace, by unanimity of all partners, have requested the realisation of a face-2-face closure event. The closure event will provide a platform for exchange among the countries and also for visibility of the achievements made, and will prioritise the participation of women peacebuilders from Myanmar, Colombia and



Burundi.

NIMD planned interventions:

Pathway	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 2:						
4.1	Networking and influencing (positioning)	- Dissemination of global knowledge paper: among LEAP4Peace partners, NIMD network, The Netherlands and Brussels. - Organize or participate in relevant events in the Netherlands or abroad	X	X		
4.2	Learning to contribute to LEAP4Peace learningtopics	- Closure event - Collecting documentation of stories that contribute to increasing evidence (linked to L&A, learning)		X		
4.3	Communication & visibility of LEAP4Peace results and consortium	- Development, translation and design of (visual) materials from LEAP4Peace partners for positioning and visibility moments - Communications on key moments such as International Women's Day, International Peace Day and 16 Days Activism Against Violence Against Women	X	X	X	X
4.4	No-cost interventions (staff time)	- Reporting NAP 1325 and WPS-HA contributions - Programme & Knowledge Advisors dedicate their time to: visibility, accountability, alliance building,	X	X	X	X

7. Consortium

7.1 Secretariat

The Secretariat is responsible for contract management (including PME efforts), providing programmatic guidance and compiling and reviewing (multi-) annual plans, budgets and reports. In 2025, the Secretariat will prioritise to facilitate the end-evaluation and programme closure processes. The Steering Committee of LEAP4Peace will guide the end-evaluation key moments, such as finalisation of the ToR, inception and revision of end reports. Additionally, an external advisory committee will support this process, where the MFA will have a role and 3 external advisors from the countries will be invited to join. The end evaluation represents a key moment for reflection on the impact of the programme, achievements and challenges to inform the partners' future programming.

Considering the challenging situation for LEAP4Peace partners to access funding, NIMD will support fundraising skills of partners.

Detailed 2025 planning:

Pathway	Intervention	Description	Quarter			
			1	2	3	4
Long-term Outcome 2:						
All	Consortium coordination meetings	- Programme management meetings on operational tasks and plans - Improve consortium communication and knowledge sharing via different platforms	X	X	X	x



		- Quarterly Steering Committee meetings				
All	Consortium capacity building	- Secretariat members to provide hands on support and technical advice to Consortium Members - M&E community of practice web sessions - Fundraising support	X	X	X	X
All	Donor coordination & partnership building	- Regular contacts with DSO on the progress and challenges of the programme and consortium - Implementation of the partnership agreement between DSO – NIMD		X		X
All	Leading the annual planning & reporting cycle processes	- Timely development of the annual reporting process - Timely development of annual planning process		X	X	X
All	Strengthening ToC thinking and monitoring	- Provide PME support in the processes of Outcome Harvesting, End Term reporting and perform quality technical checks - Consolidate IATI reporting, including contribution to WRGE framework - Coordinate End Term Evaluation - Organise reflection sessions on annual plan and annual reporting	X	X	X	X
All	Support staff contributions	- Support with IT, travel and contractual arrangements - Coaching in the use of Project Connect & optimizing PC - Ensuring Integrity and SEAH is on the radar and agenda of the Consortium via adoption of SEAH policy per Consortium member	X	X	X	X

7.2 Partnership with the Ministry and Embassies

The Secretariat and the Consortium Members value a good and open relation with the MFA in The Hague by meeting regularly on the progress of the programme as well as on operational challenges or risks should they arise from the context or from within the Consortium.

In the countries, all Consortium Members will continue to reach out to the relevant Dutch Embassies to discuss the progress or setbacks with regards to the objectives of the country programme, developments in the context that have a positive or negative impact on the objectives of the programme and opportunities for joint efforts.

In 2025, the priority will be to further disseminate the knowledge product, support documentation and visibility of the work and achievements of the partners. It is expected to collaborate on this with the MFA and embassies when relevant, especially for the dissemination of the knowledge product LAP4Peace in the Netherlands.

Additionally, the consortium jointly and the partners independently will organize closure events, where it is expected the MFA will have a role as partner and funder of the LEAP4Peace programme. It is expected that the MFA will be a key partner and participate in the face-2-face event engaging women peacebuilders from the three countries. Finally, the MFA as partner, will also play an advisory role in the end-evaluation.

7.3 Knowledge and learning

As mentioned above, following the recommendations of the Mid-Term Review (MTR), the work around the knowledge and learning agenda, has been transformed to focus on specific collaborative initiatives. For 2025, the priorities to foster knowledge exchange and learning among the partners and to inform the international WPS community are:

- The dissemination of the global knowledge product and the country chapters
- The face-2-face closure event to bring together LEAP4Peace partners and women peacebuilders from Colombia, Burundi and Myanmar to celebrate women's leadership and their impact in peacebuilding, foster experience, knowledge and learning exchange. The event will be documented and its results will be disseminated with key international stakeholders.



- The end-evaluation that will provide key insights in terms of the achievements, impact and learnings to inform future programming to advance women's participation in peace and politics.

8. Budget notes

- **Budget 2025** : The 2025 budget has been prepared with a reduced allocation for all partners, reflecting the scaling down of activities as the Leap4PEACE program moves toward completion.

Compared to the original 2025 budget, the updated version shows a shift from direct staff and activity costs towards Monitoring, Evaluation, and Learning, as well as joint consortium activities, with the overall amount remaining the same, reflecting only a 1% difference.

- **Costs 2026** : The budget also ensures that all field activities are completed in order to draft reports before the end of 2025. This will allow sufficient time for the consortium to consolidate the final financial and narrative reports for the program's closure. This approach will help facilitate a smooth wrap-up and ensure compliance with reporting requirements.

In accordance with the guidelines received from MFA, the overall budget presented in Annex 3.1. includes (part of) audit and evaluation costs, as well as wages for staff completing the final reports, which will be allocated in 2026. Further details are provided in Annex 3.2.

- **Expenditures 2024**: The forecasted expenditures indicate full utilization of the 2024 budget, with only EUR 15,000 in minor underexpenditures expected. The budget is largely on track to be spent as planned.
- **Underexpenditures 2023**: the L4P Steering Committee decided to carry over EUR 131,000 in 2023 underexpenditures for use in 2025. These funds were reserved for consortium activities, and will be allocated to closure events and the end evaluation.

I Direct staff costs: -24%

The budget reflects a noticeable reduction in direct staff costs in The Hague, which have been reallocated to support consortium staff and activities. This adjustment is coupled with an increase in staff costs in the program countries, primarily driven by inflationary pressures. These changes ensure that resources are effectively aligned with the broader consortium needs, while responding to external economic factors that are affecting program implementation.

II Other direct programme costs: +19%

With a clear focus on accountability, learning, and completing essential activities as we approach the final year of implementation, the slight 19% increase in direct costs is attributed to several key factors reflecting the evolving needs of the program:

- Consortium Partner Costs: The increase is due to a significant effort from the Secretariat on behalf of the Consortium, with the MTR emphasizing the importance of regular joint sessions.
- Travel expenses for GEN Myanmar (forum in Thailand and international L&A) and NIMD Myanmar (field visits) were higher than originally planned, as the initial multi-year proposal did not account for these activity-related travel costs.
- Project Office Costs: There is a reduction in project office costs across all countries, reflecting improved operational efficiency and a decrease in operational needs as the program enters its final year.
- Equipment and Investment Costs: No equipment renewal was planned for the final year of the program, leading



to a reduction in this budget category.

- **Monitoring, Evaluation, and Auditing:** The increase in staff costs is a result of implementing MTR recommendations, with a stronger focus on providing capacity support in Monitoring and Evaluation (M&E) and an emphasis on learning. The increase also includes costs related to the end evaluation, which was not initially planned in the multi-year proposal. The budget increase ensures effective program closure and compliance with donor requirements.

III Overheads / indirect costs: +6%

As the focus shifts towards finalizing activities, reporting, and ensuring effective program closure, the need for support staff has been reduced while maintaining essential operations

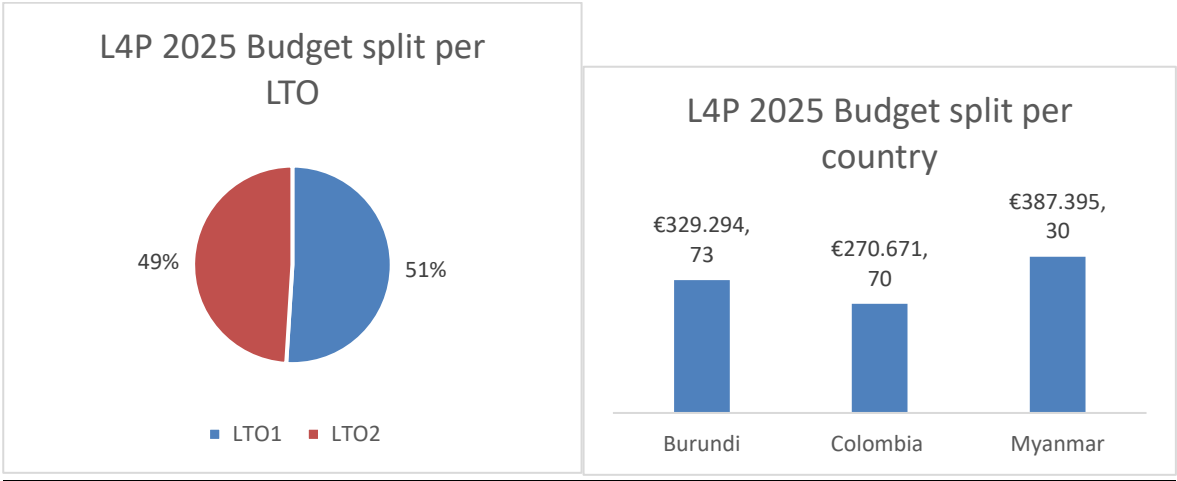
Budget summary 2025

The foreseen budget in summary is:

		Original Budget	Updated Budget
Direct staff costs	A. Staff costs	€ 181.714	€ 70.949
	B. Local staff costs	€ 198.081	€ 217.448
	C. Consultants and advisers	€ -	€ -
Other direct programme costs	A. Activity costs	€ 327.685	€ 267.710
	B. Costs of consortium partners and local NGOs	€ 115.408	€ 162.882
	C. Activity-related travel costs	€ -	€ 38.825
	D. Project office costs (if applicable)	€ 51.928	€ 20.580
	E. Equipment and investments	€ 4.522	€ 400
	F. Monitoring, evaluation and auditing	€ 34.542	€ 147.392
Overheads / indirect costs	A. Costs of support staff	€ 64.992	€ 61.175
	B. Not directly allocable administrative costs	€ -	€ -
	C. Other non-allocable costs	€ -	€ -
		€ 978.871	€ 987.362

The charts below provide a summarized overview of the proposed budget allocation for 2025. For further details, please refer to the overall 2025 budget for the LEAP4Peace programme included in this annual plan.





Annexes

- Annex 1: Overall risk analysis
- Annex 2.1: Indicator Framework Targets 2023
- 2.2. Indicator targets linked to WRGE and SCS
- Annex 3.1 : Overall Budget
- 3.2: Detailed Budget 2025 & 2026

