



RIALTAS NA hÉIREANN  
GOVERNMENT OF IRELAND

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Ireland's second National  
Action Plan on Women,  
Peace and Security

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2015–2018

“Peace is so much more than  
just the absence of conflict.  
Sustainable peace is best built  
with the full participation of  
women at all stages.”

Charlie Flanagan, T.D. Minister for Foreign Affairs and Trade

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“Women’s participation in the prevention and resolution of conflicts is critical to building sustainable peace because no society can develop – economically, politically or socially – when half of its population is marginalized.”

Mary Robinson, former President of Ireland

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# List of Abbreviations

|              |                                                                                      |
|--------------|--------------------------------------------------------------------------------------|
| <b>ATHU</b>  | Anti-Human Trafficking Unit (Department of Justice and Equality)                     |
| <b>CEDAW</b> | Convention for the Elimination of Discrimination Against Women                       |
| <b>CG</b>    | Consultative Group                                                                   |
| <b>Cosc</b>  | The National Office for the Prevention of Domestic, Sexual and Gender-based Violence |
| <b>CRU</b>   | Conflict Resolution Unit (Department of Foreign Affairs and Trade)                   |
| <b>CSO</b>   | Civil Society Organisation                                                           |
| <b>CSDP</b>  | Common Security and Defence Policy                                                   |
| <b>DCD</b>   | Development Co-operation Division (Department of Foreign Affairs and Trade)          |
| <b>DFAT</b>  | Department of Foreign Affairs and Trade                                              |
| <b>DJE</b>   | Department of Justice and Equality                                                   |
| <b>EU</b>    | European Union                                                                       |
| <b>FGM</b>   | Female Genital Mutilation                                                            |
| <b>GBV</b>   | Gender-Based Violence                                                                |
| <b>HRC</b>   | Human Rights Council                                                                 |
| <b>HSE</b>   | Health Service Executive                                                             |
| <b>ICC</b>   | International Criminal Court                                                         |
| <b>ICGBV</b> | Irish Consortium on Gender Based Violence                                            |
| <b>ISP</b>   | International Security Policy Unit (Department of Foreign Affairs and Trade)         |
| <b>MG</b>    | Monitoring Group                                                                     |
| <b>NAP</b>   | National Action Plan                                                                 |
| <b>NATO</b>  | North Atlantic Treaty Organisation                                                   |
| <b>NGO</b>   | Non-Governmental Organisation                                                        |
| <b>OSCE</b>  | Organisation for Security and Co-operation in Europe                                 |
| <b>PfP</b>   | Partnership for Peace                                                                |
| <b>RIA</b>   | Reception and Integration Agency (Department of Justice and Equality)                |
| <b>SADD</b>  | Sex- and Age- Disaggregated Data                                                     |
| <b>SEA</b>   | Sexual Exploitation and Abuse                                                        |
| <b>SGBV</b>  | Sexual and Gender-Based Violence                                                     |
| <b>UNSCR</b> | United Nations Security Council Resolution                                           |
| <b>UNTSI</b> | United Nations Training School in Ireland                                            |
| <b>UPR</b>   | Universal Periodic Review                                                            |
| <b>WPS</b>   | Women, Peace and Security                                                            |



Presidential Election Campaign, Uganda,  
*Irish Aid*

# Introduction

The pursuit of international peace, security and sustainable development is the overarching goal of Irish foreign policy. It is the fundamental guiding principle that underpins Ireland's interactions with the wider world. This goal is not achievable without the empowered participation of women.

The Women, Peace and Security (WPS) agenda recognises both the particularly adverse effect of conflict on women and girls, as well as their critical role in conflict prevention, peace negotiations, peacebuilding, and governance. Equitable, durable and sustainable peace and reconciliation cannot be built without women at the table.

The first Women, Peace and Security resolution, United Nations Security Council Resolution (UNSCR) 1325, was adopted in 2000, and marked a watershed moment when the international community recognised the particular impact of conflict on women and girls. The tenth anniversary of its adoption, however, brought increased international attention to the weak implementation of this binding resolution. UNSCR 1325 is bolstered by six subsequent resolutions: 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013) and 2122 (2013), each bringing focus on particular aspects of the agenda such as sexual violence in conflict, impunity, and women's participation in decision making.

The Irish approach to the Women, Peace and Security agenda is unique, with multiple perspectives brought together through cross Government collaboration and co-operation. First, the Irish Defence Forces and An Garda Síochána are active participants in UN and UN-mandated overseas peace operations. This experience provides a solid foundation from which to begin to address international security issues. Secondly, Ireland's overseas development aid programme, Irish Aid, is a world-leading programme. Ireland's policy for international development *One World, One Future*<sup>1</sup> identifies gender inequality and gender-based violence (GBV) as priorities to address. Lastly, Ireland has direct domestic experience of conflict and post-conflict reconciliation. The people of Ireland have experienced the effects of the Northern Ireland conflict and successive governments have been actively engaged in political, peace and reconciliation processes to resolve the Northern Ireland conflict. Furthermore, Ireland is a country of increasingly rich diversity, and a growing number of women are arriving here from conflict areas, both as asylum seekers as well as via the Government's Refugee Resettlement Programme. The case for Ireland's robust engagement with the Women, Peace and Security agenda is clear.

Ireland's first National Action Plan on UNSCR 1325 addressed these elements and more.<sup>2</sup> In 2010, Ireland conducted a cross-learning initiative involving participants from Ireland, Northern Ireland, Liberia and Timor Leste.<sup>3</sup> This initiative fed into the drafting of Ireland's first National Action Plan (NAP) on UNSCR 1325 for the years 2011–2014. A Consultative Group led by an independent Chair was closely involved in the development of this first NAP.<sup>4</sup> It contained actions under five pillars relating to, *inter alia*, Ireland's overseas development aid programme, our peacekeeping deployments, and our contributions to post-conflict reconciliation on the island of Ireland. Actions also address the needs and human rights of women on the island of Ireland who have been affected by conflict. The Plan was monitored independently by a Monitoring Group (MG), which produced a comprehensive Mid-Term Progress Report<sup>5</sup> highlighting a number of successes, gaps and challenges in implementation.<sup>6</sup>

2015 is a significant year. It marks 15 years since the adoption of the first Women, Peace and Security resolution. It marks 20 years since the Beijing Declaration and Platform for Action. The United Nations Security Council has mandated the United Nations Secretary General to produce a report on the implementation of UNSCR 1325, and a global study reflecting the current state of play is underway. These developments are complementary to a broad gender equality policy agenda which includes the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Ireland's second National Action Plan will benefit from the medium-term, strategic perspective set out in this review process. Most significantly, the National Action Plan will focus on where Ireland can be most effective and achieve maximum impact with its resources.

1 *One World, One Future*, Ireland's policy for international development, available on [www.dfa.ie](http://www.dfa.ie).

2 *National Action Plan for implementation of UNSCR 1325, 2011–2014*, available online at [www.dfa.ie](http://www.dfa.ie).

3 Report of Cross Learning Process on UN Security Council Resolution 1325, available on [www.dfa.ie](http://www.dfa.ie)

4 The Consultative Group of the first National Action Plan was chaired independently by trade unionist and human rights activist, Inez McCormack (1943–2013).

5 *Mid-Term Progress Report Implementation of Ireland's National Plan for UNSCR 1325, 2011–2014*, available online at [www.dfa.ie](http://www.dfa.ie).

6 The Monitoring Group of the first National Action Plan was chaired independently by writer and former Government Minister, Liz McManus. She was a member of Dáil Éireann (1992–2011) and Minister for Housing and Urban Renewal (1994–1997).



All Female Guard of Honour at Cumman na mBan commemoration, Glasnevin Cemetery, *Irish Defence Forces*

## Strategic Aims

Ireland will deliver on its commitment to implement the Women, Peace and Security agenda through a robust, whole-of-government National Action Plan. This Plan will advance, among policy-makers and stake-holders, a comprehensive understanding of the complex and inter-related issues involved in implementation.

### **Ireland's National Action Plan aims to:**

**Strengthen women's leadership and participation in decision-making in conflict and post-conflict situations**

**Ensure that a gender perspective is incorporated into Ireland's engagement in overseas humanitarian and development aid, peace-keeping, governance, post-conflict activities and interventions**

**Bolster Ireland's ongoing work on protection from and prevention of gender-based violence**

**Leverage Ireland's participation in global and regional fora to champion the implementation of the Women, Peace and Security resolutions**

# Methodology

Ireland's second National Action Plan was drafted in line with the following processes:

» **A Consultative Group to input into the consultation process**

A Consultative Group (CG) comprising an equal and balanced representation from statutory bodies, civil society and academic experts with relevant experience of conflict or post-conflict situations, the Women, Peace and Security policy agenda and experience of the development of National Action Plans on UNSCR 1325 was established. Nominations were sought from the Monitoring Group of the first National Action Plan and members were appointed by the Minister for Foreign Affairs and Trade. The group's role was to advise and inform the development of the second National Action Plan. The group was chaired independently while the Conflict Resolution Unit (CRU) provided a Secretariat.<sup>7</sup>

» **An open, transparent and public consultation**

A Consultation Document was prepared by the Consultative Group and was published on the Department of Foreign Affairs and Trade's (DFAT) website, inviting written submissions from relevant stakeholders on how Ireland could renew the National Action Plan. In all, 37 written submissions were received from stakeholders and these are available online.<sup>8</sup> The Consultative Group also organised a consultative workshop in Iveagh House, Dublin, which featured an expert panel discussion and roundtable discussions on the themes of empowerment, prevention, protection and relief, monitoring and accountability, and international developments. This workshop provided an opportunity for participants to listen to the voices of policy experts and women affected by conflict, as well as network and share experiences. Details of attendees and reports of the themes discussed are also available online.<sup>9</sup>

» **Assessing monitoring and evaluation process**

A relevant and effective National Action Plan is a living document and it is vital that actions can be amended and updated as the operating environment changes. The recommendation of the Monitoring Group's Mid-Term Progress Report on Ireland's first NAP for fewer and broader commitments in Ireland's second NAP was a guiding principle in the drafting of this document. The robust monitoring mechanism established in the first NAP is bolstered in this successive document, and the role of independent reviewers is maintained as a significant factor in monitoring implementation.

» **Using meaningful indicators**

It is important that indicators are specific and measurable but it is also important that they focus on information that is meaningful and relevant. Furthermore, it is important that baselines are established in order to track progress. Indicators are both quantitative (numerical) and qualitative (categorical) and measure progress against both output (activities) and outcome (the impact of those activities).



Roundtable discussion during the Consultative Workshop, Iveagh House, Department of Foreign Affairs and Trade



Colm Byrne, Dr. Niamh Reilly, Brendan Ward, Giulia Pasquinelli and Mavie Kitenge take part in the panel discussion during the Consultative Workshop, Iveagh House, Department of Foreign Affairs and Trade

<sup>7</sup> The Consultative Group of the second National Action Plan was chaired independently by Colm Byrne of the humanitarian and development sector in Ireland and internationally. Colm is Humanitarian Manager for Oxfam Ireland. Membership of the Consultative Group can be found at Annex II on page 22.

<sup>8</sup> Public consultation submissions, available on [www.dfa.ie](http://www.dfa.ie).

<sup>9</sup> Consultative Workshop Final Report, available on [www.dfa.ie](http://www.dfa.ie).

## Pillars and Measures

The measures that the Government of Ireland commits to taking in this National Action Plan are centred around four Pillars:

**Prevention**

**Empowerment and Participation**

**Protection, Relief and Recovery**

**Promotion**

“The Government is committed to ensuring that Ireland continues to play its role, both nationally and internationally, in furthering the cause of gender equality and the empowerment of women and girls. It is only through a collective effort that we can pave a way for girls to enjoy the full expressions of their rights, fulfil their potential and contribute to and benefit from discrimination-free societies.”

## Pillar 1:

### Prevention

## Prevention of Conflict, Including Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)

The prevention of conflict, including conflict-related gender-based violence and sexual exploitation and abuse is extremely complex. Ireland's initial work under this pillar of the Women, Peace and Security agenda focused successfully on the provision of comprehensive training to personnel deployed overseas, and capacity-building of partners and civil society organisations (CSOs) in conflict affected countries and contexts. The Government of Ireland will continue to strengthen these efforts. In addition, the Government of Ireland believes that achieving sustainable peace is much more complex than the simple absence of conflict. A rules-based international system, founded on international law and the peaceful resolution of disputes, represents the only solid foundation for global peace and security. With this in mind, Ireland will continue to advocate for open, representative, transparent and effective international organisations and institutions as a driver of stability.

#### The Government of Ireland commits to:

- a) Continue the implementation of effective training policies on the prevention of sexual exploitation and abuse, human rights, gender equality, and international humanitarian law for all relevant Irish staff deployed overseas**
- b) Address the issue of impunity for conflict-related sexual violence in national and international legal systems**
- c) Contribute in a strategic manner to the promotion of peace, stability and security**
- d) Work to prevent and respond to sexual and gender-based violence in situations of fragility**

Private Clare Dargan, Irish Defence Forces, Tibnin, Lebanon, *Irish Defence Forces*



## Pillar 2:

### Empowerment and Participation

## Participation and Representation of Women in Decision Making

The active participation of women in decision-making, including leadership roles, is perhaps the most crucial pillar in the successful implementation of the Women, Peace and Security agenda. It is the focus of UN Security Council Resolution 2122 of October 2013<sup>10</sup>. Ireland's policy for international development, *One World, One Future*, recognises the cross-cutting importance of the empowerment of women, economically, politically and socially in order to build peaceful, resilient and stable societies. It is important also that efforts are made to include women as full and equal participants in conflict prevention, protection and peacebuilding activities in post-conflict situations. The national ownership of processes to promote the empowerment of women and increased gender equality is key to their success, both in situations of fragility and in post-conflict contexts, in Ireland, Northern Ireland and overseas. The Government of Ireland is fully committed to ensuring to the fullest the valuable contribution of women to national and international peace and security.

#### The Government of Ireland commits to:

- a) **Implement the commitments relating to the empowerment of women in Ireland's policy for international development, *One World, One Future* relating to fragile and humanitarian contexts**
- b) **When working with private sector entities and in promoting Irish interests, seek to promote synergies between this work and the empowerment of women in conflict and post-conflict situations**
- c) **Support the empowerment and participation in decision-making of women on the island of Ireland, including those affected by conflict**
- d) **Increase the participation of women at senior decision making and leadership levels in Irish defence, police and foreign services**
- e) **Incorporate the Women, Peace and Security agenda as a key theme of engagement with situations of fragility**
- f) **Support and promote women peace-builders and a gender perspective in peace-building**
- g) **Support engagement of men in advancing gender equality and other initiatives which promote the principles of Women, Peace and Security**

Presidential Election Campaign, Uganda, *Irish Aid*



<sup>10</sup> UN Security Council Resolution 2122, 18 October 2013.

## Pillar 3:

### Protection, Relief and Recovery

## Protection From Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) and Other Violations of Women's Human Rights and International Humanitarian Law, and Relief, Recovery, and Rehabilitation

The protection of women and girls from gender-based violence and sexual exploitation and abuse in crisis and conflict situations was identified as a major strength of Ireland's first National Action Plan on Women, Peace and Security by an independent Mid Term Progress Report. Significant achievements have been made, including the incorporation of a range of policies and mechanisms in respect of gender and sexual exploitation into the Defence Forces, An Garda Síochána and Rapid Response Corps. The Government of Ireland recognises the need to be vigilant and proactive in continuing to prevent and respond to such crimes, particularly in emergency situations. Ireland is also committed to increasing coherence in its activities in the area of the relief, recovery and rehabilitation of women affected by conflict on the island of Ireland, including women who have migrated to Ireland from conflict affected areas.

#### The Government of Ireland commits to:

- a) Work to eliminate the scourge of sexual violence in conflict**
- b) Work to protect women and girls in humanitarian crises, including those crises as a result of conflict**
- c) Support the relief, recovery and rehabilitation of women on the island of Ireland affected by conflict**

Liberian police officers, *Irish Aid*



## Pillar 4:

### Promotion

## Promotion of Women, Peace and Security agenda in International, Regional and National Arenas

The inclusion of a pillar devoted to the promotion of the Women, Peace and Security agenda in international, regional and national arenas was an innovation in Ireland's first National Action Plan. Despite being a small state with modest resources, this has proven to be a valuable area of activity where Ireland is well-positioned to maximise the impact of its engagement. The UN Security Council has recognised that "without a significant implementation shift, women and women's perspectives will continue to be underrepresented in conflict resolution, peace building and protection in the foreseeable future."<sup>11</sup> Ireland intends to redouble its efforts in the promotion of the Women, Peace and Security agenda, with the intention of increasing momentum towards this implementation shift and of mainstreaming the principles of Women, Peace and Security. Ireland will also step up efforts to promote the Women, Peace and Security agenda in regional and national fora.

#### The Government of Ireland commits to:

- a) **Support the inclusion of the Women, Peace and Security agenda where relevant in human rights mechanisms**
- b) **Leverage Ireland's role in regional and international organisations to gain visibility for and increase implementation of the Women, Peace and Security agenda**
- c) **Increase lesson-sharing of Irish experience of Women, Peace and Security**
- d) **Build public awareness of Ireland's commitment to the Women, Peace and Security agenda**

Ambassador David Donoghue speaking at the launch of the UN Women Global Study on the Implementation of UNSCR 1325, *UN Women/Ryan Brown*



<sup>11</sup> UN Security Council Resolution 2122, 18 October 2013.

# Monitoring and Evaluation

This National Action Plan is at its core a living document, intended to be updated, improved and reflected upon throughout its implementation as context dictates in order to ensure that actions taken are meaningful and constructive.

A Monitoring Group which have the spirit and ambition of the Women, Peace and Security agenda as a guiding principle, will be formed to oversee the regular and systematic review of progress on achieving stated objectives, actions and targets across all pillars as set out in the Plan, including the publication of independent progress reports two years after its adoption and again at the end of the term of the Plan. It will also be a dynamic and engaged forum for the discussion of implementation of the National Action Plan and other issues relating to Irish engagement with the Women, Peace and Security agenda.

The Monitoring Group will consist of representatives from the relevant statutory bodies, and will also include at least 50% representation from civil society and academia with demonstrable relevant experience and expertise. The Monitoring Group will meet four times a year and will be independently chaired. A secretariat and technical support will be provided by the Conflict Resolution Unit. Capacity building of the Monitoring Group will also be supported by the Conflict Resolution Unit, in cooperation with Department of Foreign Affairs and Trade's Evaluation and Audit Unit.

## The Monitoring Group will also:

- » **Revise existing objectives, actions and targets in light of emerging issues and policy agendas in Women, Peace and Security, and in response to lessons learned and challenges identified in the monitoring process**
- » **Work with the appropriate Oireachtas committees to ensure involvement by parliamentarians in the monitoring of National Action Plan implementation**
- » **Develop and use outreach and communications mechanisms to ensure regular dissemination of updates to wider communities of stakeholders and make sure, in particular, that the perspectives of women affected by conflict are incorporated into the ongoing work of the Monitoring Group**

## The Government of Ireland commits to:

- a) **Fully support the effective monitoring and evaluation of the commitments of the National Action Plan by the Monitoring Group**

Roundtable discussions during Consultative Workshop, Iveagh House, Department of Foreign Affairs and Trade



# Annex I: Monitoring Framework

| <b>PILLAR 1:<br/>Prevention of Conflict, Including Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)</b>                                                                                                                 |                                                                                                                                                                                                                                                                  |                                                                                    |                                                                                                                                                                                                                                                                                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Commitment</b>                                                                                                                                                                                                                          | <b>Actions</b>                                                                                                                                                                                                                                                   | <b>Actor</b>                                                                       | <b>Indicator</b>                                                                                                                                                                                                                                                                    |
| <b>1a)</b> Continue the implementation of effective training policies on the prevention of sexual exploitation and abuse, human rights, gender equality, and international humanitarian law for all relevant Irish staff deployed overseas | Promote best practice in effective training on Women, Peace and Security issues by sharing lessons-learned, including through supporting the United Nations Training School Ireland (UNTSI) as a centre of excellence, as well as training of civilian deployees | Defence Forces, DFAT (Political Division)                                          | Number of Irish and international military and civilian deployees and potential deployees trained on Women, Peace and Security issues<br><br>Regular, quality, up-to-date training on issues relating to Women, Peace and Security                                                  |
| <b>1b)</b> Address the issue of impunity for conflict-related sexual violence in national and international legal systems                                                                                                                  | Advocate in international fora (in particular the International Criminal Court) and, where appropriate, in domestic legislation for greater accountability for conflict related sexual violence as a war crime, crime against humanity and act of genocide       | DFAT (Political Division, Legal Division, Development Co-operation Division (DCD)) | Number and quality of references in national interventions and statements<br><br>Financial contributions to international organisations and non-governmental organisations (NGOs) working on fighting impunity                                                                      |
| <b>1c)</b> Contribute in a strategic manner to the promotion of peace, stability and security                                                                                                                                              | Develop leadership and core competency in the promotion of women's participation in post-conflict reconciliation, including through lesson-sharing and activity in the United Nations and other multilateral fora                                                | DFAT (Political Division)                                                          | Number of initiatives to promote women's political participation in post-conflict reconciliation, including lesson-sharing visits<br><br>Continued financial contributions to international organisations and NGOs working on women's participation in post-conflict reconciliation |
|                                                                                                                                                                                                                                            | Support the reflection of the principles of Women, Peace and Security, and the use of Sex- and Age-Disaggregated Data (SADD) within the post-2015 sustainable development agenda                                                                                 | DFAT (DCD, Political Division)                                                     | Level of appropriate engagement in post-2015 process                                                                                                                                                                                                                                |
|                                                                                                                                                                                                                                            | Promote the incorporation of gender perspectives into multilateral Early Warning systems for preventing conflict, including those of the European Union, United Nations and Organisation for Security and Co-operation in Europe (OSCE)                          | DFAT (Political Division)                                                          | Greater inclusion of gender as a factor in Early Warning to improve conflict prevention                                                                                                                                                                                             |
| <b>1d)</b> Work to prevent and respond to gender based violence in situations of fragility                                                                                                                                                 | Provide support for programmes and initiatives which prevent and respond to gender-based violence                                                                                                                                                                | DFAT (DCD)                                                                         | Clear evidence of support provided to programmes and initiatives aimed at preventing gender-based violence and their impact                                                                                                                                                         |

**PILLAR 2:****Empowerment, Participation and Representation of Women in Decision Making**

| Commitment                                                                                                                                                                                               | Actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Actor                       | Indicator                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>2a)</b> Implement the commitments relating to the empowerment of women in Ireland's policy for international development, <i>One World, One Future</i> relating to fragile and humanitarian contexts  | Provide support for initiatives which focus on empowering women, including in national political dialogues, and on strengthening women's participation in political decision-making in situations of fragility, including by promoting informal mobilisation and grassroots women's groups                                                                                                                                                                                               | DFAT (DCD)                  | <p>Clear evidence of support to build capacity of local CSOs including grassroots women's organisations to promote women's participation in political decision-making, including through informal mobilisation</p> <p>Clear evidence of support to initiatives which promote gender-sensitive political institutions</p> <p>Evidence of support to the creation of enabling environments for civil society organisations to engage in democratic processes</p> |
|                                                                                                                                                                                                          | Ensure a gender perspective, in particular the empowered participation of women, is incorporated, as appropriate, into support for security and justice sector reform, national parliaments and oversight institutions in fragile contexts                                                                                                                                                                                                                                               | DFAT (DCD)                  | Women, Peace and Security agenda well-reflected in governance programming and relevant support for CSOs in fragile contexts                                                                                                                                                                                                                                                                                                                                    |
| <b>2b)</b> When working with private sector entities and in promoting Irish interests, seek to promote synergies between this work and the empowerment of women in conflict and post-conflict situations | Ensure that engagements with private sector stakeholders incorporate core values including gender equality and Ireland's National Plan on Business and Human Rights, when completed                                                                                                                                                                                                                                                                                                      | DFAT                        | Awareness raising among private sector stakeholders of core values including gender equality and CEDAW obligations                                                                                                                                                                                                                                                                                                                                             |
| <b>2c)</b> Support the empowerment and participation in decision-making of women on the island of Ireland, including those affected by conflict                                                          | Provide technical and financial support through the Reconciliation Fund to civil society led initiatives at a strategic level that strengthen women's role in peace building, repair those issues leading to conflict, build a strong civil society, and encourage political participation on the island of Ireland                                                                                                                                                                      | DFAT (Anglo-Irish Division) | Baseline established of percentage of funding allocated to projects which support the empowerment and participation of women                                                                                                                                                                                                                                                                                                                                   |
|                                                                                                                                                                                                          | Promote the principles of Women, Peace and Security through political and official-level engagement and advocacy with relevant partners at executive, parliamentary and local authority level, and support the establishment of a North South Consultative Forum as provided for in the Good Friday Agreement, which could advise the administrations and the North South Ministerial Council on social, cultural and economic issues, including the advancement of women in public life | DFAT (Anglo-Irish Division) | <p>Evidence in public messaging through speeches, press releases, public statements, etc.</p> <p>Increased extent to which post-conflict structures address gender-specific legacy concerns</p>                                                                                                                                                                                                                                                                |

| <b>PILLAR 2:<br/>Empowerment, Participation and Representation of Women in Decision Making</b>                                                    |                                                                                                                                                                                                                                               |                                                      |                                                                                                                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Commitment</b>                                                                                                                                 | <b>Actions</b>                                                                                                                                                                                                                                | <b>Actor</b>                                         | <b>Indicator</b>                                                                                                                                                                                                    |
| <b>2d)</b> Increase the participation of women at senior decision making and leadership levels in Irish defence, police and foreign services      | Continue to undertake measures to improve the recruitment, retention and advancement of women within the Defence Forces, An Garda Síochána and the foreign service                                                                            | DFAT, Defence Forces, An Garda Síochána              | Measures undertaken and implemented on recruitment and retention leading to an increase in the number of women at middle- and senior-level management in Defence Forces, An Garda Síochána, and the foreign service |
|                                                                                                                                                   | Monitor the implementation of all of the recommendations contained in the report <i>'Towards Gender Parity in Decision-Making in Ireland'</i> , in the context of the implementation of the National Women's Strategy 2007-2016 <sup>12</sup> | DJE (Gender Equality Division)                       | Increased availability of data on implementation                                                                                                                                                                    |
| <b>2e)</b> Incorporate the Women, Peace and Security agenda as a key theme of engagement with situations of fragility                             | Ensure a strong gender equality and conflict analysis in programming in fragile contexts in Sierra Leone, Liberia, Palestine, Zimbabwe, Myanmar and Somalia                                                                                   | DFAT (Political Division, DCD)                       | Women, Peace and Security issues clearly reflected in country strategies and other planning tools                                                                                                                   |
|                                                                                                                                                   | Include Women, Peace and Security in the strategic objectives of the Stability Fund                                                                                                                                                           | DFAT (Political Division, DCD)                       | Increased weight given to Women, Peace and Security issues in assessing Fund proposals                                                                                                                              |
|                                                                                                                                                   | Pilot strategic engagement on WPS issues in a situation of fragility including an effective method of assessing the impact of the Plan                                                                                                        | DFAT (Political Division, DCD)                       | Potential of twinning in NAP activities investigated                                                                                                                                                                |
| <b>2f)</b> Support and promote women peace-builders and a gender perspective in peace-building                                                    | Provide support to programmes that support the inclusion of gender perspectives and women's effective participation in negotiation and implementation of peace agreements, as well as disarmament, non-proliferation and arms control         | DFAT (Political Division)                            | Level of financial support and number of cases documented where Ireland has encouraged programmes to include a gender perspective                                                                                   |
|                                                                                                                                                   | Continue to support international, regional, and where appropriate national, mediation organisations to increase the focus on the principles of Women, Peace and Security, particularly the inclusion of women as mediators                   | DFAT (Political Division, DCD)                       | Level of financial support and impact of organisations' activities                                                                                                                                                  |
| <b>2g)</b> Support engagement of men in advancing gender equality and other initiatives which promote the principles of Women, Peace and Security | Support programmes that work with women and men on gender equality, in particular those which aim to reduce violence in communities and that promote awareness raising among men and boys of GBV, domestic violence and women's rights        | DFAT (Political Division, DCD, Anglo-Irish Division) | Number of programmes proposed funded and their impact on women and girls, men and boys                                                                                                                              |

**PILLAR 3:****Protection From Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) and Other Violations of Women's Human Rights and International Humanitarian Law, and Relief, Recovery, and Rehabilitation**

| Commitment                                                                                                        | Actions                                                                                                                                                                                                                                                         | Actor                                                                           | Indicator                                                                                                                                                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>3a)</b> Work to eliminate the scourge of sexual violence in conflict                                           | Support initiatives which increase awareness of sexual violence in conflict and build the capacity of the Irish NGO sector, including continuing to actively support the Irish Consortium on Gender Based Violence                                              | DFAT (DCD), Defence Forces                                                      | Continued active engagement including financial support for the ICGBV                                                                                                                                                                                        |
|                                                                                                                   | Increase and improve training for Defence Forces personnel who may be investigating cases of sexual assault, to ensure the victim receives the required support whilst an unbiased investigation is carried out                                                 | Defence Forces                                                                  | Training policy implemented                                                                                                                                                                                                                                  |
|                                                                                                                   | Continue to work towards ratification by Ireland of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)                                                                             | Department of Justice and Equality (DJE) (Cosc)                                 | Convention ratified                                                                                                                                                                                                                                          |
|                                                                                                                   | Develop a National Strategy on Sexual and Gender Based Violence                                                                                                                                                                                                 | DJE                                                                             | Strategy reflects principles of Women, Peace and Security, including prevention, protection and participation where appropriate                                                                                                                              |
| <b>3b)</b> Work to protect women and girls in humanitarian crises, including those crises as a result of conflict | Ensure the protection of women and girls in emergencies is prioritised in development and humanitarian policy commitments, including through appraisal criteria and allocation of specific human resource capacity and technical expertise                      | DFAT (DCD)                                                                      | Increase in targeted funding provided for protection of women and girls in emergencies<br><br>Number of gender or protection advisers trained and/or deployed to emergency and recovery contexts                                                             |
|                                                                                                                   | Prioritise the fight against trafficking in human beings, both domestically, cross-border, and as an international policy priority                                                                                                                              | DJE (Anti-Human Trafficking Unit), Health Services Executive, An Garda Síochána | Level of national participation in international policy development<br><br>Measures taken to combat trafficking in women and girls from conflict situations to Ireland<br><br>Measures taken to prosecute offenders and offer relief and recovery to victims |
|                                                                                                                   | In humanitarian crises overseas, support access to quality essential services, reproductive healthcare, including ante-natal care and family planning services, access to basic water, sanitation and hygiene services for women and girls affected by conflict | DFAT (DCD)                                                                      | Improved access to quality services for women and girls affected by conflict and fragility                                                                                                                                                                   |

**PILLAR 3:****Protection From Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) and Other Violations of Women's Human Rights and International Humanitarian Law, and Relief, Recovery, and Rehabilitation**

| Commitment                                                                                                        | Actions                                                                                                                                                                                                                                                                                                       | Actor                                | Indicator                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>3c)</b> Support the relief, recovery and rehabilitation of women on the island of Ireland affected by conflict | Strengthen outreach to women and girls in Ireland who have been affected by conflict, including migrant women, diaspora communities, and those seeking asylum, and those who have experienced female-genital mutilation (FGM), to ensure raised awareness and increased utilisation of the services available | HSE, Tusla (Child and Family Agency) | Outreach planned and implemented to increase awareness of healthcare and support services available among migrant women from conflict areas<br><br>Ethnic equality monitoring utilised where appropriate |
|                                                                                                                   | Continue to support, through the Reconciliation Fund, projects that support women who have been affected by the conflict on the island of Ireland                                                                                                                                                             | DFAT (Anglo-Irish Division)          | Level of financial support and impact of projects on lives of women and girls                                                                                                                            |
|                                                                                                                   | Ensure that the international protection needs and rights of women affected by conflict are addressed in the reform of Ireland's international protection system, to include the establishment of a Single Application Procedure                                                                              | DJE (Asylum Policy Division)         | Progress towards implementation of a Single Application Procedure                                                                                                                                        |
|                                                                                                                   | Ensure that the Garda Racial Intercultural and Diversity Office and Domestic Violence and Sexual Assault Investigation Unit have the capacity to implement best policing practices which reflect the particular issues affecting women who have migrated to Ireland from conflict areas                       | An Garda Síochána                    | Level of resources available and evidence of effectiveness of policing practices                                                                                                                         |

**Pillar 4:****Promotion of Women, Peace and Security agenda in International, Regional and National Arenas**

| Commitment                                                                                                                                                                | Actions                                                                                                                                                                                                                                                                      | Actor                                            | Indicator                                                                                                                                                                                                                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>4a)</b> Support the inclusion of the Women, Peace and Security agenda where relevant in human rights mechanisms                                                        | Advocate, as a member of the UN Human Rights Council 2013-2015, for the integration of a reference to Women, Peace and Security resolutions in relevant country resolutions                                                                                                  | DFAT (Political Division)                        | Number and quality of relevant national interventions                                                                                                                                                                                             |
|                                                                                                                                                                           | Advocate for the inclusion of steps taken to implement the Women, Peace and Security resolutions including the protection of women human rights defenders and to combat GBV and SEA as part of the Universal Periodic Review (UPR) mechanism of the UN Human Rights Council  | DFAT (Political Division)                        | Number and quality of recommendations and references dealing with WPS, GBV and SEA in UPR processes                                                                                                                                               |
|                                                                                                                                                                           | Support the implementation of CEDAW general recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations                                                                                                                                     | DFAT (Political Division, Anglo-Irish Division)  | Inclusion of information on the implementation of CEDAW general recommendation No. 30 in Ireland's periodic report to the Committee<br><br>Support given to the implementation of the general recommendation in international fora as appropriate |
| <b>4b)</b> Leverage Ireland's role in regional and international organisations to gain visibility for and increase implementation of the Women, Peace and Security agenda | Support UN entities, in particular UN Women, directly involved in facilitating implementation of the Women, Peace and Security agenda                                                                                                                                        | DFAT (DCD, Political Division)                   | Prominent advocacy, political and financial support for UN Women's WPS programme<br><br>Active participation in Accountability Coherence and Transparency Group at the UN                                                                         |
|                                                                                                                                                                           | Continue to advocate for an OSCE-wide Action Plan on UNSCR 1325                                                                                                                                                                                                              | DFAT (Political Division)                        | Action Plan on UNSCR 1325 on agenda of OSCE                                                                                                                                                                                                       |
|                                                                                                                                                                           | Participate fully in the European Union Taskforce on UNSCR 1325 in order to increase coherence and consistency in the approaches across the EU to Women, Peace and Security                                                                                                  | DFAT (Political Division)                        | Evidence of quality of Irish engagement with taskforce, by both Member States and civil society organisations                                                                                                                                     |
|                                                                                                                                                                           | Advocate for the inclusion of gender into EU Common Security and Defence Policy (CSDP) operations plans and crisis management concepts for military and civilian missions and operations, including where appropriate reporting separate and in parallel to chain of command | Department of Defence, DFAT (Political Division) | Percentage of new CSDP missions and operations with specific gender elements and/or reporting structures in place                                                                                                                                 |
|                                                                                                                                                                           | As a member of the Partnership for Peace (PfP), advocate for the NATO Action Plan on UNSCR 1325                                                                                                                                                                              | Department of Defence                            | Level of engagement with PfP on Women, Peace and Security                                                                                                                                                                                         |
|                                                                                                                                                                           | Ensure relevant Department of Defence civilian staff are trained on Women, Peace and Security                                                                                                                                                                                | Department of Defence                            | Training received by relevant personnel                                                                                                                                                                                                           |

**Pillar 4:****Promotion of Women, Peace and Security agenda in International, Regional and National Arenas**

| Commitment                                                                                        | Actions                                                                                                                                                                                                                        | Actor                                            | Indicator                                                                                                                                                                                                                          |
|---------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>4c)</b> Increase lesson-sharing of Irish experience of Women, Peace and Security               | Advocate for the participation of Irish personnel in Gender Adviser roles in international peace support operations including UN, UN-mandated missions and CSDP missions                                                       | DFAT (Political Division), Department of Defence | Increase in number of applications from civilian experts for Gender Advisers positions at CSDP missions<br><br>Increase in numbers of Irish peacekeepers serving in these roles at UN missions as well as EU and NATO-led missions |
|                                                                                                   | Promote women's experience and expertise in peace-building in Northern Ireland/Ireland within the international arena, including by highlighting women role models                                                             | DFAT (CRU)                                       | Gender perspective included in lesson-sharing visits                                                                                                                                                                               |
| <b>4d)</b> Build public awareness of Ireland's commitment to the Women, Peace and Security agenda | Promote the Women, Peace and Security agenda, with a particular focus on the empowerment of women, among young people, boys and girls                                                                                          | DFAT (DCD, Political Division)                   | Clear evidence of advocacy and promotion activity<br><br>Monitoring of public awareness using existing mechanisms                                                                                                                  |
|                                                                                                   | Ensure principles of Women, Peace and Security are reflected in public events and public messaging where relevant, including the DFAT annual Reconciliation Network Forum                                                      | DFAT (Anglo-Irish Division)                      | Evidence in public messaging through speeches, conference agendas, etc.                                                                                                                                                            |
|                                                                                                   | Work to promote the Women, Peace and Security agenda both in Irish media and online, including where appropriate through encouraging quality applications to the Simon Cumbers Media Fund, on Women, Peace and Security issues | DFAT (DCD, CRU, Press)                           | Number of quality applications to Simon Cumbers Media Fund referencing Women, Peace and Security.                                                                                                                                  |

| Monitoring and Evaluation                                                                                   |                                                                                                                                                                                                                            |                                         |                                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Commitment                                                                                                  | Actions                                                                                                                                                                                                                    | Actor                                   | Indicator                                                                                                                                                               |
| Fully support the effective monitoring and evaluation of the commitments of the NAP by the Monitoring Group | Support third-level research into data collection and/or measuring impact of Defence Forces actions in the Plan                                                                                                            | Defence Forces                          | Research undertaken                                                                                                                                                     |
|                                                                                                             | Devote increased resources to evidence-based research relating to gender equality                                                                                                                                          | DFAT (DCD, CRU)                         | Level of financial support<br>Availability and communication of research                                                                                                |
|                                                                                                             | Gather baseline data via the implementation of pre- and post- deployment surveys for relevant civilian and military staff and incorporate impact statements on Women, Peace and Security issues in post deployment surveys | Defence Forces, An Garda Síochána, DFAT | Data available for comparative analysis and mid- and end-stage reports<br>Qualitative data regarding perceptions, opinions and impact of training on trainees available |
|                                                                                                             | Promote and support the circulation of short summary documents of the NAP and any progress reports within government bodies, the Houses of the Oireachtas, and the media.                                                  | DFAT (CRU)                              | Documents circulated                                                                                                                                                    |
|                                                                                                             | Facilitate a meeting of the Monitoring Group in Northern Ireland                                                                                                                                                           | DFAT (CRU)                              | Feedback from NI women's groups                                                                                                                                         |
|                                                                                                             | Allocate a dedicated budget to NAP related activities in the areas of monitoring and data collection                                                                                                                       | DFAT (CRU)                              | Budget available<br>Increase in availability of data                                                                                                                    |
|                                                                                                             | Develop an online resource for the dissemination of material on Women, Peace and Security                                                                                                                                  | DFAT (CRU)                              | Online resource in use                                                                                                                                                  |
|                                                                                                             | Work through the relevant Joint Committees to raise awareness of Women, Peace and Security issues including lesson-sharing opportunities                                                                                   | DFAT, DJE                               | Monitoring Group presenting regularly to the relevant Joint Oireachtas Committees to raise awareness of Women, Peace and Security <sup>13</sup>                         |

13 The relevant Joint Oireachtas Committees are i) the Joint Committee on Foreign Affairs and Trade, ii) the Joint Committee on Justice, Defence and Equality and iii) the Joint Committee on the implementation of the Good Friday Agreement.

## Annex II: Members of Consultative Group

| <b>Independent Chair</b>                       |                                                                                                                             |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| Colm Byrne                                     | Oxfam Ireland                                                                                                               |
| <b>Government Departments/Statutory Bodies</b> |                                                                                                                             |
| Brendan Ward                                   | Director, Conflict Resolution Unit, Department of Foreign Affairs and Trade                                                 |
| David Byrne                                    | Department of Defence                                                                                                       |
| Nicola Donnelly                                | Cosc (National Office for the Prevention of Domestic, Sexual and Gender-based Violence), Department of Justice and Equality |
| Comdt Jayne Lawlor                             | Defence Forces                                                                                                              |
| Caitlín Higgins Ní Chinneide                   | Anglo-Irish Division, Department of Foreign Affairs and Trade                                                               |
| Niall Morris                                   | Development Co-operation Division, Department of Foreign Affairs and Trade                                                  |
| Diane Nurse                                    | Social Inclusion Unit, Health Services Executive                                                                            |
| Supt Louise Synnott                            | An Garda Síochána (National Police Service)                                                                                 |
| <b>Civil Society</b>                           |                                                                                                                             |
| Deirdre Campbell                               | Irish Consortium on Gender-Based Violence                                                                                   |
| Egide Dhala                                    | Wezesha (African Diaspora Empowering Women and Children in Africa)                                                          |
| Salome Mbugua                                  | AkiDwa (National Network of Migrant Women Living in Ireland)                                                                |
| Irene Miskimmon                                | Northern Ireland Women's European Platform                                                                                  |
| Réiseal Ní Chéilleachair                       | Trócaire (Overseas development agency of the Catholic Church in Ireland)                                                    |
| John Roche                                     | Irish Red Cross                                                                                                             |
| <b>Academics/Independent Experts</b>           |                                                                                                                             |
| Dr Melanie Hoewer                              | University College Dublin                                                                                                   |
| Dr Catherine O'Rourke                          | University of Ulster                                                                                                        |
| Marianne O'Shea                                | National University of Ireland, Maynooth                                                                                    |

| <b>Secretariat - Conflict Resolution Unit</b> |                  |
|-----------------------------------------------|------------------|
| Helena Keleher                                | Deputy Director  |
| Ciara Gilvarry                                | Desk Officer     |
| Rory Beatty                                   | Desk Officer     |
| Colin Davy                                    | Clerical Officer |

# Notes

# Notes



