



Ireland's National Action Plan for Implementation of UNSCR 1325, 2011 - 2014



AN ROINN GNÓTHAÍ EACHTRACHA AGUS TRÁDÁLA
DEPARTMENT OF FOREIGN AFFAIRS AND TRADE
Conflict Resolution Unit



“ We have seen first-hand in countries from every region the critical role women play as peace-builders, as community organizers, as voices for those who are marginalized. We are convinced that strengthening women’s leadership at every level is key to advancing peace, sustainable development and human rights in the 21st century. ”

Mary Robinson, Former President of Ireland and
UN High Commissioner for Human Rights

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List of Abbreviations

AU	African Union	OIOS	Office of Internal Oversight Services
CDU	Control and Discipline Unit	ORAC	Office of the Refugee Application Commissioner
CEDAW	The Convention for the Elimination of all Forms of Discrimination Against Women	OSAGI	Office of the Special Advisor on Gender Issues
CSDP	Common Security and Defence Policy	OSCE	Organisation for Security and Cooperation in Europe
CRU	Conflict Resolution Unit	PFP	Partnership for Peace
CSOs	Civil Society Organisations	SALW	Small arms and light weapons
DCAF	Geneva Centre for the Democratic Control of Armed Forces	SEA	Sexual exploitation and abuse
DAC	Development Assistance Committee	SMART	Specific, measurable, achievable, relevant and time-bound
DCEGA	Department of Community, Equality and Gaeltacht Affairs	SRH	Sexual and Reproductive Health
DDR	Demobilisation, disarmament and reintegration	SSR	Security Sector Reform
DFAT	Department of Foreign Affairs and Trade	UN	United Nations
DJE	Department of Justice and Equality	UNIFEM	United Nations Development Fund for Women
DOD	Department of Defence	UNSCR	United Nations Security Council Resolution
DPKO	Department of Peacekeeping Operations	UNSG	United Nations Secretary General
DSHB	Discrimination, sexual harassment and bullying	UN Women	UN Entity on Gender Equality and Women's Empowerment
ERW	Explosive remnants of war	UPR	Universal Periodic Review
EU	European Union	WPS	Women, Peace and Security
GBV	Gender-based violence		
GENDERNET	Network on Gender Equality		
HMA	Humanitarian Mine Assistance		
HSN	Human Security Network		
HQ	Headquarters		
IDP	Internally Displaced Persons		
INCAF	International Network on Conflict and Fragility		
INSTRAW	International Training and Research Institute for the Advancement of Women		
JC-GBV	Joint Consortium on Gender-based Violence		
M&E	Monitoring and Evaluation		
MG	Monitoring Group		
NAP	National Action Plan		
OECD	Organisation of European Co-operation and Development		

Introduction

"We have seen first-hand in countries from every region the critical role women play as peace-builders, as community organizers, as voices for those who are marginalized. We are convinced that strengthening women's leadership at every level is key to advancing peace, sustainable development and human rights in the 21st century."

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Ireland recognises the close links between the issues of peace, security, development and the promotion of gender equality and women's human rights. Ireland's National Action Plan (NAP) on United Nations Security Council Resolution 1325 sets out how Ireland will promote and implement the objectives of the Resolution in its programme support activities, diplomatic advocacy and policy-making across the interrelated areas of peace, security and development.

UNSCR 1325 was adopted in 2000 and is an important watershed marking global recognition of the unique and disproportionate impact of conflict on women and girls. More importantly, UNSCR 1325 highlights the critical role of women and girls in conflict prevention, peace negotiations, peacebuilding and post-conflict reconstruction and governance and places these issues at the forefront of the UN Security Council's deliberations on peace and security. UNSCR 1325 was complemented and strengthened by the adoption of Resolution 1820 in 2008;¹ UNSCR Resolution 1888 in 2009;² UNSCR 1889 also in 2009;³ and UNSCR 1960 in 2010.^{4 5}

The 10th anniversary of UNSCR 1325 in 2010 increased international attention on the Resolution and on its weak implementation to date. The Resolution not only focuses the world's attention on the very different effects that war has on women and men, it also recognises that women should be active participants in rebuilding their communities and countries following conflict. The central demands of the Resolution are for the full participation of women at every level of decision-making that addresses issues relating to peace and security; protection of women and girls from gender-based violence; and the implementation of gender perspectives in all peacemaking, peacebuilding and peace agreement implementation strategies and actions that are undertaken by the UN and by Member States.

The provisions of UNSCR 1325 apply to all women and girls affected by conflict. The Resolution expresses concern that *"particularly women and children account for the vast majority adversely affected by armed conflict, including as refugees and internally displaced persons ..."* (Preamble, Para 4) and reaffirms *"the need to implement international humanitarian and human rights laws that protect the rights of women and girls during and after conflicts."* (Preamble, Para 6). Subsequent UN resolutions 1820, 1888 and 1889 all affirm the obligations of state signatories under the Convention for the Elimination of all Forms of Discrimination Against Women (CEDAW). Taken together, UNSCR 1325 and other UN obligations on WPS involve a duty of care towards migrant women and children, including refugees, affected by conflict wherever they may reside. The EU adopted an indicator on the proportion of women and men by country of origin obtaining refugee status, or benefitting from subsidiary protection in 2010, as part of the monitoring of EU's Comprehensive Approach to the implementation of UNSCR 1325 and 1820.⁶

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- 1 Recognises the direct relationship between sexual violence as a tactic of war and the maintenance of international peace and security
 - 2 Calls for appointment of Special Representative to the Secretary General on Sexual Violence
 - 3 Calls for the development of indicators to monitor implementation of 1325
 - 4 Calls for a mechanism to compile data and listing of perpetrators of sexual violence in armed conflict
 - 5 In this document UNSCR 1325, the subsequent resolutions 1820, 1880, 1888, 1889, and 1960, and other international commitments, e.g. CEDAW, will be referred to as UNSCR 1325 and other UN obligations on Women, Peace and Security (WPS) as it is widely acknowledged that implementation of UNSCR 1325 involves addressing the requirements of these subsequent resolutions and international commitments.

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- 6 The Political and Security Committee in July 2010 adopted a set of indicators for the Comprehensive approach to the EU implementation of the United Nations Security Council Resolutions 1325 and 1820 on women, peace and security (Council of the European Union, 11948/10), dated 14 July 2010).

Ireland's Engagement with 1325

Ireland brings its own particular perspective to the implementation of UNSCR 1325 and other UN obligations on WPS. The people of Ireland have experienced the effects of the Northern Ireland conflict and successive governments have been actively engaged in peace negotiations to resolve the Northern Ireland conflict. Ireland has also welcomed those fleeing conflict from other parts of the world. Having experienced the challenges involved in moving from conflict to peace, Ireland has been a consistent and firm voice advocating for other states to commit to implementing UNSCR 1325. Ireland has made major strides in integrating the objectives of UNSCR 1325 into its international development co-operation programme, foreign policies and national strategies on gender equality, including addressing gender-based violence.

Ireland participates in a number of international fora tasked with the promotion of UNSCR 1325, including active participation in the intergovernmental 'Group of Friends of UNSCR 1325'. At the EU level, Ireland is actively involved in efforts to develop an EU Action Plan on UNSCR 1325 and EU indicators, through its participation on the EU Taskforce on Women, Peace and Security. Ireland promotes integration of commitments relating to UNSCR 1325 at a variety of fora, including the Human Security Network (HSN), the International Network on Conflict and Fragility (INCAF) and OECD/DAC Network on Gender Equality (GENDERNET).

At the national level, implementation of UNSCR 1325 has been a key priority for the Department of Foreign Affairs and Trade, as well as for the Irish Defence Forces and An Garda Síochána (the Irish Policing Service). The White Paper on Irish Aid (2006) explicitly states *"we will work against GBV with all our partners internationally. In humanitarian and conflict situations, we are committed to the implementation of UNSCR 1325"*. Ireland's high-level commitment to tackling GBV was further strengthened by the acceptance of the "MDG 3 Torch"⁷ in September

2008. Under this initiative, Ireland committed to increasing resources for the promotion of gender equality and women's empowerment, intensifying actions on the prevention of GBV and promoting and implementing UNSCR 1325. The priorities of UNSCR 1325 are also reflected in Irish Aid's Gender, Humanitarian Relief, Civil Society and Governance policies.

The Irish Defence Forces only participate in UN mandated missions,⁸ which are required to incorporate the objectives of UNSCR 1325. In addition to the Defence Forces, An Garda Síochána has also undertaken United Nations peacekeeping duties abroad since 1989. The operational experience and expertise gained by the Defence Forces and An Garda Síochána abroad is a solid foundation from which Ireland can address issues relating to women, peace and security.

In terms of domestic policy, the Department of Justice and Equality, and the Department of Community, Equality and Gaeltacht Affairs, have overall responsibility for the advancement of gender equality through the implementation of the *National Women's Strategy 2007-2016*. In this strategy's section on development cooperation, UNSCR 1325 is identified as a key tool to enhance the capacity of Irish Aid and development partners to respond effectively to Gender-based Violence (GBV) in (post) conflict-affected environments, as well as promoting the active engagement of women in peacebuilding. The *National Strategy on Domestic, Sexual and Gender-based Violence, 2010-2014* provides for a number of actions in relation to vulnerable groups, including migrants.

Ireland's National Action Plan comprises a narrative report which outlines the methodology, objectives and M&E. A detailed matrix of actions, SMART indicators and key actors is at Annex I.

⁷ The MDG Torch Campaign, an initiative of the Danish Government, was designed to secure increased commitments by all governments to making gender equality and women's empowerment a key issue and substantially increasing governments' resource allocation for gender equality and women's empowerment by 2010. These commitments to 'do something extra' at different levels of political and social leadership were designed to raise awareness on the impact that women's empowerment has to increase the potential to achieve the MDGs.

⁸ Participation by Defence Forces in overseas missions must meet three conditions, known as 'triple lock'. The mission must be authorized/mandated by the UN, approved by the Government, and must be approved by a resolution of Dáil Éireann, if the mission involves deployment of more than twelve personnel.

National Action Plan: Aims

Ireland is committed to implementing a National Action Plan with clear and specific actions and measurable outcomes which advance a more comprehensive understanding of what is entailed in the implementation of UNSCR 1325.

Ireland's National Action Plan aims to:

- a) Listen to the voices of women affected by conflict; strengthen women's leadership and implement accountability mechanisms;
- b) Strengthen institutional capacities and collaboration through comprehensive and effective training of staff deployed overseas and greater accountability;
- c) Support programmes to promote women's participation in conflict prevention, peacekeeping, peace negotiations, peacebuilding, and post conflict transition and governance; and
- d) Leverage Ireland's participation in global and regional fora to champion the implementation of UNSCR 1325.



Workshop discussions in Monrovia

Building on the UN Secretary-General's evaluation of the progress in the UN system-wide action plan and the recent development by UNIFEM and the Office of the Special Advisor on Gender Issues (OSAGI)⁹ of common indicators for monitoring implementation of UNSCR 1325, Ireland has developed a NAP that is in line with the commonly agreed pillars. These include 1) prevention; 2) participation; 3) protection; 4) relief, recovery and rehabilitation; and 5) the promotion of the principles of UNSCR 1325 and gender perspectives.¹⁰ Through commitments made by various government departments, therefore, Ireland will make a direct contribution to realising key objectives across the five pillars at the international level.

⁹ UNIFEM, OSAGI, International Training and Research Institute for Advancement of Women, and the Division for Advancement of Women are now all merged into the UN Women, the United Nations New Entity for Gender Equality and the Empowerment of Women.

¹⁰ These pillars are laid out in the Secretary General's reports on Women, Peace and Security (S/2010/498).

National Action Plan: Methodology

Ireland's NAP was drafted in line with the following principles:

1) A transparent and inclusive consultation process with women affected by conflict living in both conflict and non-conflict settings. The development of Ireland's NAP was informed by a cross-learning initiative involving participants from Ireland, Northern Ireland, Liberia and Timor-Leste. The cross-learning process was designed to draw upon the experiences of those directly affected by conflict on how best to promote women's participation, leadership and interests in conflict resolution, peacebuilding, peace negotiations and post-conflict transitions.

There were three principal outputs to the cross-learning initiative. First, it has acted as a catalyst for lesson-sharing between the countries and regions involved. Second, the report of the process is intended to feed into policy discussions at the United Nations, and indeed into other policy communities such as the EU, AU and OSCE. Finally, the report¹¹ has also informed the preparation of Ireland's NAP.

The Government of Ireland also supported a consultation process with women from conflict-affected countries living in Ireland. The process involved a series of workshops structured to facilitate discussion on the issues of prevention, participation, protection, relief, recovery and rehabilitation, with a specific focus on monitoring and evaluation. The report¹² of this consultation provided a useful input to the NAP and fostered cooperation between government departments and civil society organisations.

2) Establishment of a consultative group on Women, Peace and Security including representatives from government departments, academia and civil society. The Consultative Group (see annex II for list of members), led by an independent Chair¹³, was closely involved in the development of the NAP and members also provided considered input

on monitoring and evaluation through a Technical Working Group.¹⁴

3) An audit of existing commitments and actions across government departments on implementation of UNSCR 1325. Stocktaking of existing activities was essential to develop a NAP that would address critical gaps and formulate actions to advance the implementation of UNSCR 1325. The Department of Foreign Affairs and Trade developed a comprehensive questionnaire structured along the principal elements of UNSCR 1325, which was circulated to government departments and posted online for input by civil society organisations.

4) An independent drafter of the NAP. The Consultative Group strongly recommended that the NAP have an independent drafter to synthesise and coordinate input from government departments and civil society.¹⁵

5) SMART indicators which can be effectively tracked. SMART (Specific, Measurable, Achievable, Relevant and Time-bound) indicators are essential to enable monitoring of commitments and actions. Ireland's NAP sets out both quantitative and qualitative indicators in a matrix in line with the pillars developed by the Technical Working Group on Indicators supported by UNIFEM and OSAGI.

6) Monitoring and evaluation. An effective NAP is a 'living document'. It is modified and adapted as lessons are learned and challenges are identified. Monitoring and evaluation also requires that the NAP has a coordinated reporting mechanism used by all stakeholders which ensures accountability for implementation. It must also include processes for ongoing input from civil society organisations and women affected by conflict.

11 Department of Foreign Affairs and Trade, Conflict Resolution Unit, 2010. Voices of experience: Cross-Learning Process on UN Security Council Resolution 1325. Government of Ireland: Dublin.

12 2010. Report from a consultation with women throughout Ireland on UNSCR 1325 on Women, Peace and Security, Funded by JC-GBV.

13 Independent Chair Inez McCormack co-ordinated communications between the different groups and sub-processes of the Consultation Process as detailed in 'UNSCR1325 on Women, Peace and Security Ireland's National Action Plan Development Process October 2010 – February 2011. Report of Independent Chairperson, Inez McCormack'.

14 The members of the Technical Working Group (TWG), which provided extensive research and technical assistance underpinning the development of Annex I, including:

- Niamh Reilly (Convenor of the TWG), Global Women's Studies, NUI Galway
- Kieran Clifford, Amnesty International Irish Section
- Finola Finan, Trocaire
- Sorcha Tunney, Amnesty International Irish Section
- Melanie Hoewer, DFAT Ph.D. Scholar, UCD
- Colm Byrne, Irish Committee of the Red Cross
- Phil Killeen, Glencree Centre for Peace and Reconciliation.

15 Independent Drafter, Dr. Nata Duvvury, prepared the initial NAP submission based on consultation meetings with Government representatives and units, civil society members of the Consultative Group, including the Technical Working Group, and with the Coordinator of the series of consultations with women affected by conflict in Ireland, Shirley Graham.

National Action Plan: Objectives and Actions

Responding to the UN Secretary-General's support for the development of a comprehensive framework to implement UNSCR 1325 and other UN obligations on women, peace and security, and his urging Member States to utilise the indicators developed to date (S/2010/498), the Irish NAP is structured along the main pillars of:

1. prevention
2. participation
3. protection
4. relief, recovery and rehabilitation
5. promotion by the Irish Government of steps to implement UNSCR 1325.

Pillar 1: Prevention of Conflict, Including Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)

The two main objectives under this pillar are:

- a) Provide comprehensive and effective training on human rights, gender equality, humanitarian law and UNSCR 1325 to personnel deployed by Ireland on overseas missions.**
- b) Strengthen capacity of partners and CSOs to effectively prevent and respond to GBV in conflict-affected countries and contexts.**

Comprehensive training on human rights, gender equality, humanitarian law and UNSCR 1325 and other UN obligations on women, peace and security of all personnel (military, police and civilian) deployed overseas is essential. Some gender training is currently in place, including for example, Defence Forces' *Human Rights in Peace Support Operations Train the Trainers* courses, which include modules on protection of women and girls. The training, using participatory methods such as scenario development, gives guidance to soldiers in relation to how women and girls' particular interests and needs can be met in conflict situations.

Within conflict settings, partner organisations need to be supported to develop and implement internationally accepted guidelines on preventing and responding to GBV and SEA. In the Cross-Learning Report, women in conflict settings called for programmes to meet the health needs of women experiencing GBV. Participants also recognised that to effectively prevent GBV and SEA, priority needs to be given to ensuring gender sensitive legislation is in place and the meaningful collection of relevant data.

The Irish Government commits to:

- 1) Undertake an audit of existing training modules to integrate the objectives of UNSCR 1325;
- 2) Enhance training of all relevant staff (civilian and military) deployed on overseas missions to ensure understanding of UNSCR 1325;
- 3) Incorporate questions on WPS in post-deployment briefings to assess the effectiveness of training;
- 4) Strengthen cross-learning within An Garda Síochána;
- 5) Support the capacity of partner organisations to develop and implement programmes addressing GBV and SEA, including through the adoption of internationally available guidelines.
- 6) Strengthen guidance to partners on their obligations under UNSCR 1325 including supporting gender sensitive legislation and justice sector reform.

(See Annex I, Pillar 1 for detailed actions, key actors and indicators)

Pillar 2: Participation and Representation of Women in Decision Making

The three objectives in this pillar are:

- a) Increase the participation of women in Ireland's peacekeeping, international development and peacebuilding activities;**
- b) Incorporate gender perspectives and actively support women's participation in Ireland's peacekeeping, international development and peacebuilding activities; and**
- c) Promote the full and equal participation of women in decision-making in conflict management, peacebuilding activities, security sector reform, peace agreements negotiations, and post-conflict governance and implementation of peace agreements.**

Participation and representation of women in all peacekeeping, peace negotiations, peacebuilding, and post conflict activities is a central principle of UNSCR 1325. The UN Secretary-General, in his 2004 report on Women, Peace and Security (S/2004/814) challenged member states to "analyse obstacles to increasing women's representation in peace operations and humanitarian responses, develop and **implement**

recruitment strategies aimed at increasing the number of women, particularly in decision making positions, including in military and civilian police services; **create a pool** of pre-certified female candidates for senior level positions to ensure rapid deployment; and set indicators and benchmarks for women's equal participation in all aspects of **elections** process, based on a review of good practice."

Both the Defence Forces and An Garda Síochána have made significant progress in increasing the recruitment of women. The Defence Force's *Equality, Diversity and Equal Status Policy (2007)* has a strong emphasis on equality of opportunity in recruitment, overseas deployment and career promotion for women. A number of measures have also been introduced over recent years to promote more equal representation of women in An Garda Síochána, including a new, gender neutral, recruitment process; family-friendly policies such as job-sharing, term-time, parental leave, and career breaks; and gender-balanced interview boards. Despite these measures, women continue to account for 6% and 18% in overseas missions of the Defence Forces and An Garda Síochána respectively.¹⁶ The Defence Forces have established an Internal Focus Group to explore barriers to career development and the advancement of women in the armed forces.

The Irish Government commits to:

- 1) Implement recommendations to address recruitment and retention of women within the Defence Forces;
- 2) Continue monitoring participation of women in overseas missions (military and civilian) across all ranks;
- 3) Create and maintain a list of overseas postings as special advisors and special investigators;
- 4) Promote inclusion of gender expertise in civilian rosters;
- 5) Require civil society partners to ensure gender-balanced participation in decision making processes within humanitarian assistance programmes;
- 6) Provide support to cross-border, and cross-community initiatives to strengthen women's political participation in Ireland, North and South;
- 7) Provide support to existing partners and locally-based CSOs to develop programmes to promote the inclusion

¹⁶ An Garda Síochána has a service requirement of 8 years before being deployed overseas. As women now constitute 24% of the total force, there will be a steady increase in the percentage of women police officers deployed overseas in the coming years.

of gender perspectives and women's effective participation in the negotiation and implementation of peace agreements and initiatives that enhance women's effective participation in political processes, decision-making and representation in parliament in conflict-affected contexts;

- 8) Continue to support international mediation organisations, which have a focus on the principles of UNSCR 1325, particularly the inclusion of women as mediators.

(See Annex I, Pillar 2 for detailed actions, key actors and indicators).

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

The main objectives in this pillar include:

- a) **Ensure Irish personnel are held accountable for their actions in relation to ensuring the security and protection of women while deployed on peacekeeping and overseas missions;**
- b) **Strengthen the institutional and collective capacity of Irish organisations to respond in a coordinated and effective way to GBV and SEA experienced by women affected by conflict;**
- c) **Ensure there are accountability mechanisms in place to deal with discrimination, sexual harassment and bullying in state organisations involved in implementing Ireland's UNSCR 1325 NAP.**

A priority for the Irish Defence Forces is the development of a uniform reporting and sanctioning mechanism for UN peacekeeping missions. A recommendation by women in conflict settings, set out in the Cross-Learning Report, states that "countries that do not sanction offending personnel should not be allowed to contribute troops to future missions."¹⁷ To assess the effectiveness of the implementation of code of conduct in peacekeeping operations requires that the perspectives of local women on their level of safety be considered.

¹⁷ Department of Foreign Affairs and Trade, Conflict Resolution Unit, 2010. *Voices of experience: Cross-Learning Process on UN Security Council Resolution 1325*. Government of Ireland: Dublin.

The Government of Ireland has made progress in establishing comprehensive policies to address issues of Discrimination, Sexual Harassment and Bullying (DSHB). There is, however, a need for ongoing review of DSHB policies to ensure they are comprehensive and updated.

UNSCR 1325 focuses on women affected by conflict irrespective of whether they are residing in conflict settings or have migrated to other countries. The needs of migrant women affected by conflict are of direct relevance to receiving countries fully meeting their obligations to uphold the implementation of UNSCR 1325 and other UN obligations on women, peace and security. Within Ireland, the Department of Justice and Equality, along with An Garda Síochána, ensure that a comprehensive information leaflet by the Office of the Refugee Application Commissioner (ORAC) is provided to asylum seekers on the day they apply for asylum.¹⁸ The applicant is also notified regarding the availability of legal representation, and of the existence of the Refugee Legal Service, which has an office in the offices of the ORAC. These requirements to provide information are mandatory. In addition, An Garda Síochána reaches out to migrant women and women affected by conflict living in Ireland, through its Office of Racial and Intercultural Relations which deploys Ethnicity Officers within the community including Reception Centres of the immigration system to provide information on the individual's rights and the obligations of the Garda to protect these rights.

The Consultation report¹⁹ with women affected by conflict indicated that a majority of participants did not have a clear understanding of the information provided and the services available to them; they rarely reported their experiences of GBV and SEA during conflict or during their asylum application review process; and many reported feeling fear or distrust of authorities more generally. There appears, therefore, to be a significant gap between the commitment and current efforts of the government departments to provide full information and support, and the perceptions of migrant women and girls, including asylum seekers, affected by conflict.

The Irish Government commits to:

- 1) Develop codes of conduct for personnel on overseas missions supported by the Irish state;

¹⁸ The leaflet, available in 22 languages and on the ORAC website, includes comprehensive information regarding the asylum process in Ireland and also includes some contact details for organisations that support asylum seekers.

¹⁹ 2010. *Report from a consultation with women throughout Ireland on United Nations Security Council Resolution 1325 on Women, Peace and Security*, Funded by JC-GBV.



Liberian delegates in Monrovia

- 2) Support CSO partners to develop codes of conduct as per standards set out in the Irish Government's protection policy;
- 3) Advocate for the development of a universal reporting and sanctioning mechanism of all personnel serving in overseas UN missions who are found guilty of gender-based crimes, including crimes of a sexual nature;
- 4) Ensure that measures on preventing GBV and SEA are incorporated in code of conduct of peacekeeping missions in which Ireland participates;
- 5) Support UN Office of Internal Oversight Services' efforts to undertake a global audit of breaches of discipline in relation to GBV and SEA;
- 6) Provide support to partners undertaking surveys on local women's perceptions regarding their treatment by peacekeeping personnel and their level of safety;
- 7) Support response by partners on GBV and SEA [including continued support to Joint Consortium on Gender-based Violence, funding support to CSO interventions that empower women, tackle gender equality, address GBV, and provide financial support to innovative research on obligations on WPS];
- 8) Strengthen outreach to migrant women and girls affected by conflict, including those seeking asylum, to ensure raised awareness and increased utilisation of services available to all women experiencing domestic, sexual and gender-based violence in Ireland;
- 9) Subject to resources, facilitate established non-governmental organisations in their efforts to document the experiences of women and girls who have been affected by conflict in their countries of origin in order to better inform public service provisions and interaction with these women and girls;

- 10) Introduce a single application system for protection applications to fully consider all aspects of their permission to remain in Ireland in a single process;
- 11) Conduct ongoing review of DSHB policies to ensure that they are in alignment with changes in legislation, Labour Court recommendations, and evolving international best practice; and
- 12) Devise and conduct pre-deployment surveys to ensure awareness of DSHB policies and procedures by all military and police officers in peacekeeping missions.

(See Annex I, Pillar 3 for detailed actions, key actors and indicators).

Pillar 4: Relief, Recovery, and Rehabilitation

The two main objectives are:

- a) Ensuring that security sector reform activities supported by Ireland are responsive to the different security needs and priorities of women.**
- b) Ensuring that disarmament, demobilisation and reintegration activities supported by Ireland are responsive to the different security needs and priorities of women.**

Security sector reform (SSR) is essential for conflict prevention and to stabilise countries in the aftermath of conflict. Internationally accepted tools, such as the INSTRAW/DCAF Gender and Security Reform Toolkit, suggest that best practice to ensure gender sensitive security reform includes incorporating women in the design, implementation and monitoring of such programmes through local consultation. A recommendation in the Cross-Learning Report by women in conflict settings echoes this and demands that existing guidelines need to be implemented. Ireland will support gender sensitive SSR programmes that incorporate women and include gender-sensitive community perception studies to assess security threats.

Today, it is widely accepted that women are active combatants in many conflicts around the world. However, programmes of Demobilisation, Disarmament and Reintegration (DDR) tend to exclude the needs of women, who may be perceived to be mainly absent from active combat. Measures such as separate demobilisation camps will be encouraged by Ireland to meet the specific needs of former women combatants.

Ireland is involved in a range of mine awareness, clearance, victim assistance, small arms and light weapons (SALW) risk education and explosive remnants of war (ERW) initiatives. All mine clearance and awareness initiatives are guided by Irish Aid's Humanitarian Relief Policy (2009)²⁰ that is designed to ensure the continued provision of timely and flexible funding to organisations which demonstrate a clear capacity to deliver effective humanitarian assistance, including Humanitarian Mine Action (HMA). Building on this ongoing work, Ireland will support civil society projects and multilateral actions that incorporate gender guidelines and international best practice guidelines on HMA developed by United Nations Mine Action Service.

Truth and Recovery processes have intrinsic value both in post-conflict rehabilitation and recovery and ensuring the prevention of future conflict. Women affected by conflict may see this process as important, both for their own ability to recover after a conflict, and in order to deepen the understanding of why the conflict happened and how it can be prevented in the future. In order to ensure that women's perspectives are fully integrated, this important process should be incorporated in programmes delivering relief and recovery, and rehabilitation services.

The Irish Government commits to:

- 1) Ensure the mainstreaming of UNSCR 1325 in SSR, DDR, and HMA funding proposals, reports, and monitoring and evaluation mechanisms.
- 2) Encourage proposals that include systematic consultation with women's CSOs in the design, implementation and evaluations of SSR programmes.
- 3) Support partners that incorporate measures to integrate women and girls in DDR, such as separate demobilisation camps.
- 4) Ensure that all Irish supported projects adhere to best practice in HMA, including incorporating consultations with women affected by landmines.

(See Annex I, Pillar 4, for detailed actions, key actors and indicators).

²⁰ Available at < <http://www.irishaid.gov.ie/Uploads/Humanitarian%20Relief%20Policy1.pdf> >

Pillar 5: Promotion of UNSCR 1325 in International, Regional and National Arenas

The main objectives under this pillar include:

- a) Strengthened institutional capacity to ensure that commitments to gender equality, human rights and UNSCR 1325 are incorporated into peacebuilding, peacekeeping and post-conflict transition.**
- b) Using regional and international foreign policy instruments to promote the principles of UNSCR 1325.**

Ireland has signed and ratified all relevant international human rights and humanitarian conventions and treaties, and is fully conscious of the need to ensure that gender issues are taken into account within the framework of all international instruments. Ireland's advocacy to date has focused on elements of UNSCR 1325 including promoting gender equality, women's empowerment and women's political participation, addressing sexual violence, and incorporating women's needs and priorities in Humanitarian Mine Action. Ireland's championing of UNSCR 1325 is comprehensive, with its advocacy efforts in a variety of diplomatic and political areas, including high profile fora such as the Group of Friends of 1325, the EU Taskforce on Women, Peace and Security, the Human Security Network, OECD Development Assistance Committee (DAC), the Network on Gender Equality (GENDERNET) and meetings of the Convention on Cluster Munitions. Building on the diplomatic advocacy efforts already underway, Ireland will strategically utilise new opportunities such as the EU Common Security and Defence Policy (CSDP) to encourage systematic integration of UNSCR 1325 into all new missions. Ireland will highlight UNSCR 1325 over the course of its forthcoming Chairmanship-in-Office in 2012 of the Organisation for Security and Cooperation in Europe (OSCE). Ireland will also support UN Women, the new UN entity for gender equality and the empowerment of women, to strengthen international coordination and monitoring of the implementation of UNSCR 1325.

The Irish Government commits to:

- 1) Update references to UNSCR 1325 in relevant policy documents and strategy papers.
- 2) Advocate for the exclusion from post-conflict amnesty provisions of impunity for war crimes, crimes against humanity and genocide, including gender-based crimes.

- 3) Engage with appropriate Northern Ireland authorities to encourage development of policies and measures consistent with the aims of UNSCR 1325, in consultation with civil society organisations.
- 4) Make representations in policy fora to promote the obligations of partners to encourage active participation of women, as well as recognise the needs of women and girls in DDR programmes.
- 5) Advocate with UN DPKO, CDU and other appropriate UN fora the revision and upgrading, in line with the principles of UNSCR 1325 and other UN obligations on WPS, the UN pocket card, *"Ten Rules: Code of Personal Conduct for Blue Helmets"*, issued to all UN peacekeepers before deployment.
- 6) Urge all states, through statements at the UN, to sign and ratify international human rights treaties, especially CEDAW.
- 7) Support UN entities, particularly UN Women, directly involved in facilitating implementation of UNSCR 1325.
- 8) Advocate for women to hold 50% of UNSG Special Representative and Special Envoy positions.
- 9) Contribute to the UNSG's centralised roster of women candidates to be nominated as Special Representatives and Special Envoys.
- 10) Advocate for an increase in women's representation in UN peacekeeping missions in which Ireland participates, particularly as military observers and civilian police.
- 11) Advocate for inclusion of comprehensive information on steps taken to implement UNSCR 1325 and to combat GBV and SEA, within the framework of the Universal Periodic Review (UPR) mechanism of the Human Rights Council.
- 12) Participate in research on the implementation of UNSCR 1325 in the EU CSDP in order to identify areas where Ireland can exercise leadership to bring changes in policy and practice.
- 13) Use Ireland's position as Chair in Office of the OSCE in 2012 to promote implementation of UNSCR 1325, including advocating for member countries to develop UNSCR 1325 national action plans.
- 14) Engage with OECD/DAC, GENDERNET and INCAF to effectively mainstream UNSCR 1325.

(See Annex I, Pillar 5 for detailed actions, key actors and indicators).

National Action Plan: Monitoring and Evaluation

Monitoring and evaluation is critical to ensure the National Action Plan is 'a living document' and to ensure meaningful implementation of UNSCR 1325 and related UN obligations on women, peace, and security.

Monitoring and Evaluation Structure

A Monitoring Group (MG) will be formed to oversee progress on the implementation of Ireland's 1325 NAP. Led by the Department of Foreign Affairs and Trade, the MG will consist of representatives from all relevant government departments, units and agencies involved including the Department of Defence (DD), Defence Forces, the Department of Justice and Equality (DJE), An Garda Síochána, the Garda Immigration Bureau and Irish Aid. The MG will also include representatives of civil society and academia with demonstrable experience and expertise on issues relevant to UNSCR 1325. In particular, the MG will work with the appropriate Oireachtas committee to ensure involvement by parliamentarians. The chair of the MG will be independent and come from outside the Government system.

The Department of Foreign Affairs and Trade will have responsibility for ongoing monitoring issues of identified in the NAP, and will provide support to review processes. Appropriate human and financial resources will be provided, supplemented by external expertise, if necessary.

Monitoring Process

The Monitoring Group will meet half-yearly to provide input and address issues relating to implementation as they arise. A progress report on the implementation of Ireland's 1325 NAP will be prepared and presented 18 months after the adoption of the NAP and again at the end of the first three year phase. A mechanism will be developed to ensure ongoing engagement of women affected by conflict in the monitoring of the NAP.

The progress report at the end of the first three years should also include an evaluation of the NAP by an independent consultant.



Workshop in Belfast

Concluding Remarks

This **National Action Plan** is a further contribution by Ireland to international efforts to underpin implementation of UNSCR 1325 and other UN obligations on WPS. Ireland's National Action Plan reflects a consensus reached through a process of consultation with stakeholders.

Ireland's NAP advances understanding of the obligations of UNSCR 1325 and other UN resolutions on WPS, to include reference to migrant women and girls, including asylum seekers, affected by conflict. Another critical dimension of the Irish NAP is the recognition of the relevance of UNSCR 1325 and other UN obligations on WPS to cross border efforts in Ireland to promote gender equality and women's human rights.

The NAP consolidates existing efforts and enhances coordination and collaboration through system wide actions on training and ensuring development and implementation of codes of conduct for all personnel. It promotes the integration of the perspectives of women on the ground in assessing the effectiveness of training and the accountability of peacekeeping personnel deployed by Ireland. It also promotes the development of programmes on gender equality, political participation, GBV and SEA, SSR and DDR. The NAP reiterates the need for partners to build their capacity to implement UNSCR 1325, including the adoption of international guidelines and toolkits.

Ireland's NAP should be understood as a 'living document' that will address challenges and incorporate new lessons through regular M&E reviews. The mid-year review, as well as the evaluation report with the final review, will provide input for the articulation of a revised NAP at the end of three years. Issues that need to be considered in the review will be highlighted as part of the M&E process.

Annex I: Ireland's National Action Plan on UNSCR 1325 Monitoring Framework

PILLAR 1: PREVENTION OF CONFLICT, INCLUDING GENDER-BASED VIOLENCE (GBV) AND SEXUAL EXPLOITATION AND ABUSE (SEA)

OUTCOME OBJECTIVE 1: Effective GBV and SEA preventive mechanisms established and implemented at local, national and international levels

IMPACT OBJECTIVE 1: Reduction in levels of all forms of violence against women, especially GBV and SEA

Objective	Actions	Actor/s	Indicator	Target/Timeframe
P1.O1 Provide comprehensive and effective training on human rights, gender equality, UNSCR 1325 and other UN obligations to women, peace and security, to all personnel deployed by Ireland on overseas missions.	P1.A1.1 Conduct an audit of UNTSI training materials to ensure that they comply with best practice and permissible mandates and responsibilities of Irish Defence Forces in relation to the prevention of GBV and SEA and the promotion of gender equality, women's human rights and implementation of international obligations on Women, Peace and Security (WPS) including UNSCRs 1325, 1820, 1888 and 1889.	Department of Defence (DoD)/ Defence Forces	Gender/WPS audit of UNTSI training materials completed Recommendations for course amendments formulated and implemented	2011 2012
	P1.A1.2 Further enhance the training received by all relevant HQ based staff and all personnel (including civilian personnel) deployed and/or trained for overseas missions by the Irish state or Irish state sponsored bodies in relation to gender issues, human rights, and humanitarian law. This includes incorporation of substantial sections on UNSCR 1325 and other UN obligations on women, peace and security (WPS) ²¹ in all relevant government-sponsored trainings, seminars, and courses.	DFAT DOD/Defence Forces An Garda Síochána Other Government Departments/ Units as appropriate	Number and percentage of personnel in government departments or units (e.g. DFAT, Irish Aid, DOD, DJE,) and organisations (e.g. Defence Forces, An Garda Síochána) who receive training. Number and percentage of Rapid Response Register members who have received training. Learning outcomes of trainings, seminars and courses include a) deeper understanding of gender, GBV and SEA and b) increased awareness of appropriate preventive and remedial responses in line with international best practice.	Targets to be set for 2012 Target to be set for 2012 2011

21 In this document "UNSCR 1325 and other UN obligations on women, peace and security (WPS)" also includes subsequent Security Council Resolutions 1820, 1888, 1889 and 1960 and other international commitments, e.g. CEDAW.

Objective	Actions	Actor/s	Indicator	Target/Timeframe
	P1.A1.3 In consultation with CSOs and consultants with expertise in WPS, develop and pilot a set of questions on gender issues for inclusion in post-deployment debriefing of all personnel deployed by Ireland in order: (a) to assess the extent to which pre-deployment gender and WPS training was applied; and (b) to gather data on gender issues arising in the field that can inform the ongoing development of training curricula. This will include consistent gathering of case studies of (i) concrete applications in the field of the training received by personnel and (ii) lessons learned in context.	DOD/ Defence Forces An Garda Síochána	Post-deployment questions and review mechanism established to assess the application of pre-deployment training of all personnel deployed.	2011
	P1.A1.4 An Garda Síochána will ensure systematic training on WPS for new inductees will be conducted, with input of personnel previously deployed overseas to facilitate cross-learning between overseas personnel and domestic Gardaí.	An Garda Síochána	Training courses and modules modified as indicated by post-deployment data Number and percentage of An Garda Síochána members who receive training on WPS.	2012 Targets to be set 2012
P1.02 Strengthen capacity of partners and CSOs to effectively prevent and respond to GBV in conflict-affected countries and contexts	P1.A2.1 Support the capacity building of partners on developing and implementing GBV programming, including adopting and implementing in their programmes internationally accepted guidelines on preventing and responding to GBV and SEA and addressing women's sexual and reproductive health(SRH) needs.	DFAT	All relevant organisations, including CSOs, supported by the Irish state have guidelines and policies in place on preventing and responding effectively to GBV and SEA and addressing Sexual and Reproductive Health.	2013
	P1.A2.2 Revise relevant funding and appraisal, and monitoring and evaluation guidelines for CSOs, as well as guidelines for developing Country Strategy Papers, to strengthen guidance on gender mainstreaming, including obligations under UNSCR 1325 such as justice sector reform and gender sensitive legislations to strengthen efforts to prevent and address GBV and SEA.	DFAT	Revised guidelines in place. Amount of funding to CSOs working in fragile states on obligations under UNSCR 1325.	2012 Baseline in 2012

PILLAR 2: PARTICIPATION AND REPRESENTATION OF WOMEN IN DECISION MAKING**OUTCOME OBJECTIVE 2:** Increased and meaningful participation of women including in:

- (i) UN and other international missions relating to peace and security;
- (ii) peace processes and negotiations;
- (iii) post-conflict reconciliation and reconstruction;
- (iv) national and local government as citizens, elected officials and policy makers;
- (v) army and judiciary

IMPACT OBJECTIVE 2: Increased inclusion of women and women's interests in decision making processes related to prevention, management and resolution of conflicts and post-conflict governance

Objective	Actions	Actor/s	Indicator	Target/Timeframe
P2.O1 Increase the participation of women in Ireland's peacekeeping, international development and peacebuilding activities.	P2.A1 .1 Implement recommendations of the Working Group Convened to Examine the Full Participation of Primary Family Carers in the Army to address obstacles to the recruitment and retention of women in the Defence Forces, especially in the context of overseas deployment.	DOD/ Defence Forces	Develop a plan and timetable to operationalise recommendations. Implement recommendations of Working Group.	2012 2013
	P2.A1.2 Continue monitoring the overall number, rank, grade and role of women and men in the Irish Defence Forces, An Garda Síochána and civilian support personnel, including those who are deployed overseas. This includes specifying organisational focal points tasked with data collection.	DOD/ Defence Forces An Garda Síochána	Number and rank of women and men within the Irish Defence Forces and An Garda Síochána Number and rank of women deployed in overseas missions at all levels in the Defence Forces, An Garda Síochána and civilian grades	Annual increase Annual increase
P2.O2 Incorporate gender perspectives and actively support women's participation at every level of decision making in Ireland's peacekeeping, international development and peacebuilding activities	P2.A2.1 Advocate, through the UN DPKO, for the inclusion of specialised gender advisors (or units) in all UN missions in which Ireland takes part, with clearly identified roles and functions, at senior level, and adequately resourced to enable them to fulfil their roles and functions effectively.	DFAT DOD	Gender advisors included as part of Ireland's subsequent troop contributing agreements with the UN. Gender Advisor role profiles finalised, including clear reporting lines, and included in Terms of Reference for commanders and focal points	2011 2011

Objective	Actions	Actor/s	Indicator	Target/Timeframe
	P2.A2.2 Create and maintain list of overseas postings opportunities for special advisors (including gender advisors) and/or investigators and encourage eligible female personnel to apply for same.	An Garda Síochána Defence Forces/DoD DJE (as appropriate)	List of overseas postings opportunities for special advisors and/or investigators in place and maintained. Baseline of number of women and men taking up special advisor and/or investigator roles.	2011 2012
	P2.A2.3 Promote inclusion of more specialised gender expertise on Department of Foreign Affairs and Trade civilian rosters (including the Rapid Response Register).	DFAT	No. and % of civilian personnel with gender expertise included on DFAT rosters available for deployment.	Targets to be set 2012
	P2.A2.4 Require that CSOs in receipt of funding ensure gender-balanced participation in decision making bodies and processes within humanitarian assistance programmes (e.g. relief/camp management committees), including adopting and implementing internationally accepted guidelines.	DFAT	Clearly stated requirements on achieving gender balanced participation in decision making in humanitarian assistance programming included in revised guidelines Information on the achievement of gender-balanced decision making in humanitarian assistance programmes included in funding reports to DFAT	2011 2012
P2.O3 Promote the full and equal participation of women in decision-making in conflict management, peacebuilding activities, security sector reform, peace agreement negotiations, and post-conflict governance and implementation of peace agreements	P2.A3.1 Provide support to partners, including locally-based women's CSOs, to support initiatives that enhance women's effective participation in local, national and regional political processes, decision-making and representation in parliament in conflict-affected contexts.	DFAT	Amount of funding and no. of projects funded that support women's participation and leadership in national and regional political processes and decision-making	Baseline data, 2011

Objective	Actions	Actor/s	Indicator	Target/ Timeframe
	P2.A3.2 Provide technical and financial support to initiatives that foster exchange and cross-learning among women's CSOs in Ireland, within and across the North and South and on a cross-community basis as appropriate focused on promoting women's equal and effective participation in political life and decision making.	DFAT	No. of initiatives, cross-community as appropriate, fostering CSO exchange and cross-learning towards greater gender balanced participation in Ireland	2012
	P2.A3.3 Provide financial support to partners to develop programmes to promote the inclusion of gender perspectives and women's effective participation in the negotiation and implementation of peace agreements. Criteria for such support to include gender balance in internal CSO decision making structures.	DFAT	Level of funding and no. of funded projects supporting women's participation in peace agreement negotiation and implementation	2012
	P2.A3.4 Continue to support international mediation organisations which have a focus on the principles of UNSCR 1325, particularly the inclusion of women as mediators.	DFAT	Level of funding and no. of projects funded that demonstrably and effectively enhance women's role in mediation	2011

PILLAR 3: PROTECTION FROM GBV AND SEA AND OTHER VIOLATIONS OF WOMEN'S HUMAN RIGHTS AND INTERNATIONAL HUMANITARIAN LAW

OUTCOME OBJECTIVE 3(i) Increased access to justice for women, especially vulnerable groups

OUTCOME OBJECTIVE 3(ii) Women at risk and women who have experienced GBV and SEA have access to appropriate health and psycho-social support

IMPACT OBJECTIVE 3: Women's safety and physical and mental health are assured

Objective	Actions	Actor/s	Indicator	Target/Timeframe
P3.01 Ensure Irish personnel are held accountable for their actions in relation to ensuring the security and protection of women, particularly while deployed on peacekeeping and all overseas missions.	P3.A1.1 Develop relevant code of conduct for all personnel involved in overseas missions supported by Ireland to ensure that the accountability of such personnel is clearly defined under the provisions of UNSCR 1325 and other UN obligations on WPS. This should include <i>inter alia</i> a best practice complaints mechanism to address allegations of misconduct by personnel and a clear protection policy for vulnerable groups	DOD/Defence Forces An Garda Síochána DFAT Other Government Departments as appropriate	Relevant code of personal and professional conduct formulated and in operation Protection Policy Developed by Irish Aid Review of code of conduct in line with evolving standards	2011 2012 Ongoing
	P3.A1.2 Support CSO partners to develop code of conduct as per standards set in Irish Aid's protection policy (to be developed)	DFAT	Number of partner CSOs with code of conduct	2012
	P3.A1.3 Through formal representations to the UN DPKO, Conduct and Discipline Unit (CDU), Office for Internal Oversight Services (OIOS), and other UN bodies with responsibility for ensuring accountability for gender-based crimes, advocate for a universal reporting and sanctioning mechanism within the UN system and contributing countries for all personnel serving in overseas missions found guilty of gender-based crimes, including crimes of a sexual nature. This could include the possibility of non-participation of the sending country with offending personnel in future missions.	DFAT	Reporting and sanctioning mechanisms in place within the UN and contributing countries for personnel found guilty of sexual misconduct Records of sanctioned personnel maintained by the UN and contributing countries to ensure that such personnel are not redeployed	2013 2013

Objective	Actions	Actor/s	Indicator	Target/ Timeframe
	P3.A1.4 Ensure that the Codes of Conduct for peacekeeping missions in which Ireland takes part include effective measures to prevent GBV and SEA (e.g. curfews, lists of off-limits establishments etc.).	DOD/Defence Forces An Garda Síochána	Prepare draft annex and include in Ireland's next troop contributing agreement with the UN Effective mechanisms to prevent GBV and SEA incorporated into the Codes of Conduct of all peacekeeping missions in which Ireland participates	2011 2012
	P3.A1.5 Support the UN OIOS' efforts to undertake a global audit of breaches of discipline in relation to GBV and SEA in order to identify the most difficult problems in the field and develop appropriate responses.	DFAT	Global audit of breaches of discipline involving GBV and SEA completed, and findings reported and used to inform planning and implementation of peacekeeping operations	2013
	P3.A1.6 Provide financial support to civil society partners including locally based CSOs to develop and undertake surveys, including an initial pilot survey, on how women in local communities regard their treatment by peacekeeping personnel and how they perceive their levels of security.	DFAT	% of DFAT budget and number of grants made to civil society partners and locally based groups to undertake surveys Pilot survey completed and survey instrument revised accordingly for wider use Further surveys completed and used to inform personnel training and peacekeeping planning and operations	2012 2012 2013
P3.O2 Strengthen the institutional and collective capacity of Irish organisations to respond effectively and systematically to GBV and SEA as experienced by women affected by conflict	P3.A2.1 Ensure the ongoing provision of financial support to, and active engagement with, the JC-GBV to advance the capacity of Irish state and non-state organisations to respond effectively to GBV and SEA	DFAT Defence Forces	Continue to support and engage actively in the JC-GBV and contribute to the delivery of agreed annual objectives and indicators (reported on an annual basis) Level of funding provided Staff hours allocated to JC-GBV	Ongoing

Objective	Actions	Actor/s	Indicator	Target/Timeframe
	P3.A2.2 Promote awareness of and reasonable access to support services for migrants which can assist them with their recovery from domestic, sexual or gender-based violence.	DJE Garda Síochána	Information materials and data gathering forms of GBV and SEA policy agencies and service providers in Ireland include consideration of needs of migrant women and girls. No. of migrant women who are accessing existing services	2014 Baseline in 2012
	P3.A2.3 Subject to resources, facilitate established non-governmental organisations in their efforts to document the experiences of women and girls who have been affected by conflict in their countries of origin in order to better inform public service provisions and interaction with these women and girls.	DJE	Devise an online survey to document the experiences and needs of women and girls affected by conflict in order to better inform government services.	2012
	P3.A2.4 Introduce a single application procedure for protection applicants whereby all elements of their application to be permitted to remain in Ireland will be fully considered in one single process, with the possibility to appeal the protection related aspects of their application to a new independent Tribunal.	DJE	Single Application Procedure introduced	2012
	P3.A2.5 Implement Human Rights Funding Strategy to fund CSO partner interventions that empower women, tackle gender inequality and address gender-based violence.	DFAT	Amount of Civil Society budget dedicated to supporting CSO interventions to address GBV and gender equality	2012
	P3.A2.6 Provide financial support to innovative research initiatives to deepen understanding of and produce strategies for the effective the implementation of UNSCR 1325 and other UN obligations on WPS in partner countries and in the context of Ireland.	DFAT	Amount of available and relevant DFAT budget, including academic grants and scholarship funds, devoted to research projects that advance knowledge and understanding of implementation of UNSCR 1325 and other UN WPS obligations	2012

Objective	Actions	Actor/s	Indicator	Target/ Timeframe
P3.O3 Ensure there are robust accountability mechanisms in place to deal with discrimination, sexual harassment and bullying against women in Irish Defence Forces, An Garda Síochána and across all state agencies/bodies and non-state organisations in receipt of state funding that are involved in implementing Ireland's UNSCR 1325 NAP	P3.A3.1 Devise review mechanism and conduct regular reviews of formal procedures dealing with discrimination, sexual harassment and bullying (DSHB) to be conducted by the relevant organisations to ensure such policies reflect changes in legislation, labour court recommendations and best national and international practice	DOD/ Defence Forces An Garda Síochána Other Government Depts as appropriate	Initial review of existing procedures completed and revised as needed Regular reviews conducted in line with evolving standards and best practice	2011 Ongoing
	P3.A3.2 Devise and conduct pre-deployment surveys to ensure that all military and police officers deployed in peacekeeping operations are aware of formal procedures pertaining to allegations of DSHB	DOD/ Defence Forces An Garda Síochána	Pre-deployment survey mechanism developed and in operation to measure officers' awareness of DSHB formal procedures	2011

PILLAR 4: RELIEF, RECOVERY, REHABILITATION

OUTCOME OBJECTIVE 4: The immediate and ongoing needs of women affected by conflict (especially vulnerable groups including victims of GBV and SEA, displaced, and ex-combatant) are met in relief, recovery and rehabilitation actions and programmes under the auspices of state and non-state parties

IMPACT OBJECTIVE 4: Women's specific needs are met in conflict and post-conflict situations

Objective	Actions	Actor/s	Indicator	Target/Timeframe
P4.O1 Ensure that security sector reform activities supported by Ireland are responsive to the different security needs and priorities of women	P4.A1.1 Ensure that all SSR, DDR and HMA funding proposals, reports and monitoring and evaluation mechanisms effectively mainstream gender equality, including obligations on UNSCR 1325.	DFAT	Revised funding guidelines in place and being implemented Level of funding and no. of projects funded that are engaged in gender-sensitive SSR	2011 Baseline data, 2012
	P4.A1.2 Encourage funding proposals that effectively mainstream gender equality and include substantial, direct and systematic consultation with women's CSOs at every level of the design and monitoring of SSR programmes.	DFAT	Level of funding and number of projects funded that include substantial, direct and systematic consultation with women and women's CSOs	Baseline data in 2012
P4.O2 Ensure that disarmament, demobilisation and reintegration and Humanitarian Mine Action (HMA) activities supported by Ireland are responsive to the different security needs and priorities of women	P4.A2.1 Support partners and locally-based CSOs that have in place, or are developing, specific measures to integrate women and girls into DDR, including, for example, separate demobilisation camps.	DFAT	Amount and percentage of DFAT funding allocated to gender sensitive DDR programmes Information on achievement of integration of women and girls into DDR programmes included in funding reporting	Targets to be set 2011 2012
	P4.A2.2 Ensure that all Irish-supported projects adhere to gender sensitive international best practice on Humanitarian Mine Action (HMA), including meaningful consultation with women affected by landmines.	DFAT	All HMA proposals, reports and monitoring and evaluation systems include comprehensive gender component, including the provision of data disaggregated by sex and age	Ongoing

PILLAR 5: PROMOTION OF UNSCR 1325 AND OTHER UN OBLIGATIONS ON WOMEN, PEACE AND SECURITY IN INTERNATIONAL, REGIONAL AND NATIONAL ARENAS

OUTCOME OBJECTIVE 5: Effective mainstreaming of principles of UNSCR 1325 and other UN obligations on WPS in a growing number of standard setting and policy making arenas at international, regional and national levels

IMPACT OBJECTIVE 5: Widespread awareness and observance of 1325 and other UN obligations on WPS in policy and decision making forums at international, regional and national levels

Objective	Actions	Actor/s	Indicator	Target/Timeframe
P5.01 Strengthened institutional capacity to ensure that commitments to gender equality, women's human right and UNSCR 1325 and other UN resolutions, are incorporated into all stages of peacebuilding, peacekeeping and post-conflict transition	P5.A1.1 Revise and mainstream policy guidance on UNSCR 1325 in all relevant new and revised policies and strategy papers, including development of specific guidance on GBV and implementation of UNSCR 1325	DFAT	Gender Equality (including UNSCR 1325 commitments) reflected in all new and revised relevant guidelines and policies. Policy guidance note on GBV and implementation of UNSCR 1325 produced	2011 2012
	P5.A1.2 Advocate across the different policy forums in which Ireland is engaged (e.g. Friends of 1325) for the exclusion from post-conflict amnesty provisions of impunity for war crimes, crimes against humanity and genocide, including gender-based crimes.	DFAT	Number of formal representations or submissions made by the Irish state at international level	2011
	P5.A1.3 Engage with appropriate Northern Ireland authorities to encourage development of policies and measures consistent with the aims of UNSCR 1325, in consultation with civil society organisations.	DFAT	Number of facilitated opportunities for engagement with and between relevant NI authorities and CSOs.	2012

Objective	Actions	Actor/s	Indicator	Target/Timeframe
	P5.A1.4 Make formal representations to partners across different policy forums to promote the active role of women in DDR programmes and to ensure recognition among partners of their obligations to address the particular experiences and positions of women in conflict and its aftermath when providing DDR programming.	DFAT	Number of formal representations or submissions made by the Irish state at international level	Ongoing
	P5.A1.5 Advocate for the revision and upgrading of: "Ten Rules: Code of Personal Conduct for Blue Helmets" – the UN pocket cards issued to UN peacekeepers before they are deployed – so that they contain clear and specific references the principles and provisions of UNSCRs 1325, 1820, 1888 and 1889.	DFAT	UN rule card revised and issued to all Irish personnel involved in UN peacekeeping missions and mechanism for tracking utilisation in place.	2013
P5.02 Use regional and international foreign policy institutions and instruments to promote the principles of UNSCR 1325				
United Nations	P5.A2.1 Urge all states to sign and ratify international human rights treaties, especially CEDAW.	DFAT	Number of policy statements, speeches and reports of the Irish government, urging adoption and implementation of relevant agreements, made to UN institutions and mechanisms (e.g. addressing the Secretary General, the UNSC, CEDAW) and to regional level forums in EU, OSCE, PFP and OECD.	Ongoing

Objective	Actions	Actor/s	Indicator	Target/ Timeframe
	P5.A2.2 Support UN entities, particularly UN Women, directly involved in facilitating implementation of UNSCR 1325 and related international commitments on WPS.	DFAT	Level of DFAT funding allocated to specific UN entities, particularly UN Women, and programmes dedicated to implementation of UNSCR 1325 and related commitments to WPS	Baseline data, 2012
	P5.A2.3 Advocate for women to hold 50% of UNSG Special Representative and Special Envoy positions.	DFAT	Progress towards 50:50 gender balance in all appointments of Special Representatives and Envoys Number and % of statements at UN forums made by Ireland advocating 50% representation of women in UNSG and Special Envoy Positions UN wide agreement in place and supported by Ireland requiring 50:50 gender balance in all appointments of Special representatives and envoys.	2011
	P5.A2.4 Prepare and maintain a list of candidates to be provided to the Secretary General for inclusion in a roster of women to be nominated as Special Envoys or Representatives of the UNSG.	DFAT	Database format developed List updated biannually	2011 Ongoing
	P5.A2.5 Advocate for increase in women's representation in UN peacekeeping missions in which Ireland participates, particularly as military observers and civilian police	DFAT	Number, % and roles of women in UN missions in which Ireland participates	Baseline data 2011

Objective	Actions	Actor/s	Indicator	Target/Timeframe
	P5.A2.6 Advocate for inclusion of comprehensive information on steps taken to implement UNSCR 1325 and to combat GBV and SEA within the framework of the Universal Periodic Review (UPR) mechanism of the Human Rights Council.	DFAT	Questions and recommendations to states undergoing UPR that request concrete information on implementation of 1325 and steps taken to combat GBV and SEA	2013
European Union-Common Foreign and Security Policy	P5.A2.7 Advocate for the commissioning desk research of existing practices to CSDP missions in relation to implementation of UNSCR 1325 and international commitments to WPS to identify specific gaps and areas where leadership can be exercised to bring changes in policy and practice on WPS, such as specifying the role of gender focal points in CSDP mission planning and implementation; collection of gender-specific data from HQ; and the application of UNSCR 1325 to EU crisis management missions.	DFAT	Desk research completed and information used to formulate actions to ensure that CSDP missions implement the provisions of UNSCR 1325	2012
OSCE	P5.A2.8 Use Ireland's position as Chair of the OSCE in 2012 to promote the implementation of UNSCR 1325, including calling on all OSCE members to commit to producing and adopting a national action plan to implement UNSCR 1325 and other UN resolutions.	DFAT	OSCE member states committed to production and adoption of National Action Plans on UNSCR 1325	2013
OECD/DAC	P5.A2.9 Engage with the Development Assistance Committee of the OECD, specifically with the Network on Gender Equality (GENDERNET) and the International Network on Conflict and Fragility (INCAF), to actively mainstream UNSCR 1325 and other UN obligations on WPS in all aspects of their mandate	DFAT	Number of statements and policy documents that incorporate requirements to implement UNSCR 1325 produced by GENDERNET and INCAF	2012

Annex II: Members Of NAP Consultative Group

Government Members

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