

Consultative Workshops on the Development of Ireland's Third National Action Plan on Women, Peace and Security

Cork 17th January 2019

Dublin 23rd January 2019

Introduction

In January 2019 two consultation workshops were held on the development of Ireland's Third National Action Plan on Women, Peace and Security. The workshops were hosted by the Working Group on the development of the National Action Plan, with support from the Conflict Resolution Unit, Department of Foreign Affairs and Trade. The purpose of the workshops were to seek views and ideas on how Ireland's next National Action Plan (NAP) can progress the Women, Peace and Security (WPS) Agenda.

The first workshop, held in the Millennium Hall, Cork had a focus on the participation of migrants/refugees/asylum seekers living in Ireland from conflict affected areas. The City of Sanctuary Movement, Cork City Hall and Nura Hagi (member of the Working Group) were imperative in the organisation of the event, including in the provision of the venue. Tusla provided childcare costs and the Department of Foreign Affairs and Trade sponsored transport for the event for attendees from Direct Provision Centres. Representatives from NGOs, state agencies and academia were also in attendance. The event was opened by the Lord Mayor of Cork, Mick Finn, who read a speech on behalf of the Minister of State for Equality, Immigration and Integration, David Stanton, T.D.

The Dublin Workshop focussed more heavily on the international dimension of the plan, although the domestic agenda was also represented. Representatives from Bulgaria, Liberia, Lithuania, and Greece participated in the events in order to promote cross-learning for the development of their own respective National Action Plans. Other participants included representatives from NGOs, academia, independents, Civil Society Organisations from the Northern Ireland dimension, and relevant statutory bodies and government departments. The event was opened by the Minister of State for the Diaspora and International Development, Ciarán Cannon, T.D.

Both workshops were facilitated by Bronagh Hinds, [DemocraShe](#) and Liza Wilkinson, [TIDES](#). The roundtable discussions were moderated by a facilitator who was assisted by a note taker. Facilitators then provided feedback to a closing plenary session at the workshop with the main points from their discussions. A suggestion box was available for any additional points to be submitted which were not captured during the roundtable discussions. This report documents the opening remarks, the panel discussions and summarises the roundtable discussions.

Opening Remarks from the Minister:

The Minister gave an introduction outlining the timeline and development of the two previous NAPs, highlighting the importance of civil society and the general public being engaged in the process. He noted that this legacy was being continued through the participation and contribution in this workshop of those gathered. He highlighted Ireland's ongoing and strong support of the Women, Peace and Security Agenda (WPS), noting our lived experience of the Good Friday agreement, in which women played a key role in bringing about sustainable peace. He explained the whole of government approach taken in the implementation of the agenda which spanned different departments and activities, including advocacy, training, mediation, research, funding and sharing of experience and expertise. He also noted that the Final Review of the NAP was underway, with the one of the biggest concerns being that we need to do more to capture all the initiatives and work that the Government is doing both domestically and internationally in this important area. He highlighted the importance of monitoring and evaluation mechanisms and synergies with the new *Better World* development policy. Two other key points that were referenced were the importance of engaging men as much as women if WPS is understood as a transformative agenda and the importance of Ireland practicing domestically what we advocate and work for abroad. It is therefore important that women living in Irish society are protected and made aware of the applicability of the agenda to them and are brought into the drafting process.

Introduction:

Aine Hearn, Director of the Conflict Resolution Unit, Department of Foreign Affairs and Trade:

Ms Aine Hearn began by referencing her personal and professional drive for developing the WPS agenda. She noted how far we have come since UN Resolution 1325 was first passed in 2000. She noted the changing nature of conflict and how there were now more people seeking asylum in Europe, which made the domestic dimension of the plan more relevant. She explained the four pillar approach- prevention, participation, protection, relief and recovery, and promotion. Internationally she noted the relevance of WPS within the new UN Secretary General's focus on peacebuilding and conflict prevention. She also questioned how we can use SDGs no 5 and 16 to promote and advance the WPS agenda. Ms Hearn explained the growing priority of engaging regionally with the agenda through the new EU, the UN and the Africa Union. All of these new initiatives should allow us an opportunity to think differently and outside the box to see how we can best manage our Third National Action Plan. We need to consider what tools we have in the box and what sort of policy we can create to advance this important initiative. She finished by recognising how the public submissions have given us food for thought and she welcomed all present, noting the wealth of knowledge and ideas that participants can bring to the table.

Consultation Workshop, Cork, 17/01/2019

Expert Panel Discussion

An expert panel discussion looked at Ireland's progress to date and what Ireland can hope to achieve in the renewed National Action Plan. Each speaker was asked a targeted question, which was followed by a Q & A from the audience.

Salome Mbugua, Independent Chair of the NAP Working Group

What do you think the value is of having Civil Society involved in the development of the Third NAP?

In her answer to this question Ms Mbugua highlighted the importance of contextualising the Women, Peace and Security Agenda within wider awareness of security issues. She noted her own research in Goma, DRC, focussing on the priority to be free from threats, harm and fear and how peace and security is often taken for granted in our daily lives. Ms Mbugua then drew attention to the importance of civil society and the important role of women particularly in the migrant focus of the NAP. She noted the uniqueness of this to Ireland's plan. Finally she referenced the importance of civil society in the strengthening of Monitoring and Evaluation.

Dominic McSorley, Concern Worldwide

Since 2000 Sexual and Gender based violence has been at the centre of the WPS agenda. With the expansion of the Agenda, is there a possibility that it can get lost as a priority? How can the structure of the 3rd NAP, particularly the pillars, effectively encompass SGBV?

Mr McSorley, following on from Ms Mbugua, outlined the important role of International NGOs in international crises. He recalled how poorly equipped concern were initially to deal with trauma and conflict. TIDES training was conducted for frontline staff and there has been partnering with Ireland based conflict groups ever since, such as Corrymeela's involvement in Haiti. He then addressed the following priorities for Concern and combatting SGBV.

- Ireland is seen as the flag bearer for gender equality: This can be further developed through protection funding in poor crisis areas. For example, 30 % of Concern Worldwide's protection funding is for SGBV and Ireland has been taking a role in influencing other donors on funding similar projects (Irish Aid offers 5 year funding for Concern Worldwide. Multi-annual core funding is unique to Ireland).
- Working on engagement of men and boys, noting the continued impact of conflict, particularly domestic violence.
- He noted the importance of focus and avoiding a scattering approach. This involves identifying areas for more resources and making practical improvements.

Sergeant David McInerney Garda National Diversity and Integration Unit

What do you see as the gaps and successes in the domestic application of the 3rd National Action Plan? How can we move this forward?

Sergeant McInerney summarised the work of the Garda Liaison Officers and the role of An Garda Síochána in the domestic application of the NAP.

He focussed on some of the gaps and the challenges of the previous NAP:

- He noted the highly sensitive nature of this work and the importance of treating people with respect for their differences.
- Garda Liaison Officers understanding women's rights should be embedded in the social structures as there is a need to build trust and confidence and to give the options to report issues and abuse.
- He noted the importance of experts from the community and their input guidance, support and training. This has helped widen the concept of GBV, such as framing forced marriage as an act of GBV.

He then outlined some of the successes:

- People coming forward to report (and even being willing to participate in this workshop) demonstrates a level of faith in the system
- A visit of police officers from Somaliland.

Bronagh Hinds, Final Reviewer of the Second National Action Plan

As the Final Reviewer for the Second National Action Plan, where are we at?

Dr Hinds noted that there had been strong progress regarding government engagement and promotion of the two previous NAPs, but there was a lot more room for further development. She noted the use of Northern Ireland Women as experts internationally. The domestic element had been improved on but the Oversight Group for the Second National Action Plan posed important and challenging questions on how much the NAP was impacting issues of refugees and asylum seekers. Relationship building across government and awareness building was necessary and the role of engaging the Department of Rural and community Affairs and the Department of Education and Skills were raised as priorities for the next plan.

Roundtable Discussions

The following were the main findings and recommendations of the thematic roundtable discussions¹:

Domestic Civil Society Engagement

¹ Points that were repeated across tables have only been included once.

How can local women's and other local civil society groups better engage with WPS (including its application to Migrants, Asylum Seekers and Refugees)?

- Many people in Ireland are not aware of the National Plan – took a long time to explain what the WPS is (as a Committee member) to non-expert audiences.
- There is a newsletter issued on WPS but this is only circulated to a specific mailing list and put on the DFAT website- it needs to be circulated more widely to make people aware.
- A number of NGOs work with the residents who are in Direct Provision such as NASC, HSE, and UCC and they put information on the notice boards but the information needs to get to all who need it.
- A lack of communication between groups in the city. Cork City of Sanctuary could instigate more integration between the different groups and when groups aren't getting the information it is hard to get them involved.
- It was suggested that specific people and groups should be tasked with information gathering for the action plan and spreading the word regarding WPS.
- One way of bringing WPS to the attention of a wider audience would be sending out an email regarding the Nation Action Plan to workers starting with all Government Departments sending it to all their staff and Trade Unions sending it to all their members followed by sending an email to various groups of professional women in the workplace.
- Set up information links and having these links sent via social media – Facebook and twitter.
- Service providers urgently need training in cultural security. It was thought that service providers do not understand culture and history. One person noted that service providers often discuss cases in the local coffee shop, breaking confidentiality and professional ethics. Providers need training in ethical conduct as well as cultural security it was noted.
- Where workshops were available, they are often full.
- It was generally agreed that Ireland's WPS agenda was well regarded internationally, however the domestic component could be communicated better at a national level.
- WPS in the school curriculum was considered a good idea given its importance.
- There seems to be a lack of information/appropriate messaging on how to assist those with complex needs.
- Local groups within Irish society can also play an important role together with asylum seeker groups.
- Disseminating in multiple languages was considered a welcome idea by the group.
- It is important to keep in mind refugee and asylum groups are not homogenous. There are diverse opinions and experiences that should be valued.
- Local groups could be a good source for inviting and welcoming refugee and asylum seekers to the community. Local leaders or women's groups, such as the Somali women's group are a valuable resource. They can access training and likewise, train providers.
- How media is portraying women and impacting on our views towards women – how we can provide information on good treatment of women – Need to change the image that is being portrayed by the

media about women and asylum seekers; It's not necessarily about moving away from the 'Charity Model' but about changing the narrative of how Ireland is working with developing countries; it is a singular narrative – poor children on TV; Promote the action plan through a 'Places of sanctuary' (ie. Positive approach).

Monitoring and Evaluation

How can the existing monitoring and evaluation mechanisms of the previous NAP be improved?

- Genuine participation and ownership of policies and practice is required from all stakeholders if improvements are to be gained.
- It's not always about ploughing money into campaigns. Experts need to be asked what works and the impact needs to be looked at. In the Trafficking in Persons Report (TIP) Ireland was demoted as it stated that the Government does not meet the minimum standards for the elimination of trafficking.
- Better communication on how things are evaluated – Ask people who are directly affected how the existing monitoring and evaluation mechanism can be improved.
- Employers are confused re the Permission to work legislation as the information was given to those who received the Permission to work certificates and no information was given to employers - who didn't know how long the cert was valid for or if they were allowed to employ people in possession of permission to work forms.
- More measures should be taken regarding Aid Organisations to ensure that no sex offenders get to work for the Agency and more definite funding should be given to agencies that help those who suffer violence. For example, Cork Violence Centre is funded month to month and very limited work can be done on that budget. Every area should be monitored and progress evaluated.
- Broaden the spectrum of organisations that report on Progress.
- The overwhelming thought was that there needs to be more accountability, especially towards migrant women, particularly from government departments. It was pointed out that many of the same issues are repeated from previous action plans and nothing has changed.
- It was felt that the stakeholders need to be defined and widened. One member noted that all the stakeholders appeared to be statutory organisations with no reference to minority groups or migrant women. It was agreed that migrant women need to be more actively involved as it is easier for someone to approach a person of a similar background with an issue. It was felt that the Gardaí need immigrant women to liaise with, to help them understand culture more.
- It was mentioned, and agreed by various members around the table, that the NAP appears to focus quite heavily on what Ireland can do internationally and that these indicators are what are being used for M&E. While there will be similarities in the issues being targeted both internationally and domestically, the indicators of success will be different and this should be taken into account when conducting M&E. The general "one size fits all" approach is not the most accurate or representative

- Outcomes - shouldn't be high level goals but rather goals that can be achieved and that are quantifiable. Transparency is also required especially regarding funding.
- We should have targets rather than quotas.

How can the new NAP be structured around the model of a "theory of change" that also allows it to respond to the context as they evolve and which is both effective and user friendly?

- Individual action plans for each pillar with distinct levels of responsibility assigned to actors such as Department of Justice and Department of Education etc.
- The action plan needs to be flexible, adaptive and measurable.
- Involvement should also be multi-sectoral with in-built consultation processes with a number of stakeholders and adequate allocation of resources.
- If the goal is clear and measurable, it is easier to track the progress.

Domestic Dimension of Protection, Relief and Recovery

Is the pillar of Protection, Relief and Recovery (Third Pillar) the most effective way to address the domestic element of the Plan?

- The consensus of the group was that this pillar is the most suitable to address the domestic element. It's commendable that the plan has a domestic element and its broad scope is beneficial; it recognises the multiplicity of women's experiences, allowing us to put in place supports and policies to address issues.

Suggestions for improvement

- An Garda Síochána need to look further into intergenerational conflict and issues that continue here (e.g. FGM, forced marriage). The programme provided to schools by Gardaí during schools visits could be added to, addressing the lacuna in information that exists as a result of those not attending CSE classes for cultural/religious reasons. (Use of Webwise "Say No" campaign video given as an example).
- Intergenerational conflict and the continuance of issues - hugely important to ensure that when migrants arrive in Ireland that they don't continue to experience violence etc.
- Recognition of the fact that many women arriving in Ireland are coming from areas in which conflict is still "live" (eg. Syria) – this can transpose into the experience felt in Ireland and the need to provide resources in dealing with issues such as PTSD (e.g. HSE initiative in Cork). Need to recognise that there is a difference between those arriving from "post-conflict" and "live" conflict situations as they are two very different paradigms that require difference approaches.
- The economics of war should be considered.
- People coming to Ireland have dreams and want to be safe. At the national level, the government should develop one comprehensive strategy for migrants/asylum seekers, for their security, education, health, including psychological support for women who have suffered from GBV.

- Asylum seekers should be educated about Ireland and Irish history and current affairs. Irish citizens should also be invited to be open to the culture of others. We should have a two way approach to inclusion and integration. Referenced intercultural dialogue facilitations organised by civil society in Cork.
- Social workers should be trained in intercultural dialogue.
- Translators should be available immediate on arrival of asylum seekers to allow for the immediate identification of trauma.
- It is important that interpreters or Gardaí should speak individually to women and not as part of the family unit, at immigration.
- Integration needs to be taken more seriously from the grass roots to the higher level.

Trauma and SGBV in the Domestic Context

How can the plan best deal with women in direct provision centres coming from trauma in particular sexual and gender based violence?

- The overarching theme coming through in the discussion was that the current direct provision system in Ireland is in no way fit for purpose. Other comments included that the DP system:
 - o re-victimises and re-traumatises people coming from conflict areas.
 - o It is problematic in that the private sector is making money from a policy which participants thought discriminates against people based on their race, ethnicity, gender, class etc.;
 - o strips people of their identity and reduces identity to 'asylum seeker'.
 - o Believing women: The importance of believing women / supporting the survivor came up as being central to a process which supports women coming from trauma, especially cases of gender based violence.
- Financial Support: The plan should acknowledge how direct provision restricts and limits people – the plan should work to support people in a difficult time, and not exacerbate that experience. There was heavy discussion on the financial support / allowance within DP and an overall consensus that the €20 a week allowance is far too low. The argument was put forward of a woman who has a partner and children in her home country and that a priority of hers is to call them each week. The allowance of €20 a week is put on phone credit (above everything else), and €20 phone credit allows only for a 15-20 minute call. The allowance per week is both a failure to acknowledge that separation of families is difficult and completely restricts what people in direct provision can have.
- There is a gap in appropriate facilities to deal with GBV and more social supports are needed. Supports should be front loaded upon arrival with a long term plan - provided at arrival in DP, during stay in DP and upon departure from DP. The supports needed are wide-ranging – primary health care, psychosocial etc. By front-loading supports and ensuring long term investment we can empower functionality in individuals and families upon their departure from the system.
- Training is required for decision makers in the protection process – there is a need to increase awareness of what GBV actually is (what it is to one, it may not be to another – cultural awareness) and the complexities of GBV.

- Vulnerability assessments (as per Reception Conditions Directive) need to be conducted upon arrival in Ireland and they should be continually implemented during an individual's time in the asylum process, as willingness/ability to disclose GBV experienced may only become apparent after time.
- There is a need to address the language barriers to assist those who have experienced GBV to articulate it and to educate people that it's acceptable to report such experiences.
- Peer led supports should be encouraged and strengthened "I have lived it, therefore I can help". Workshops could be run by women who have experienced and have since left DP, acting as interlocutors.
- Participants at the table who are asylum seekers or refugees told the group that they want to actively contribute to society but are constrained in their ability to share these skills. For example, one person is a qualified nurse, however is in the process of retraining and has been volunteering in hospitals for seven years. There was frustration expressed around wanting to work. The person asked, "how can I participate in society and be empowered but all of your structures prevent me from doing this?"
- Economic empowerment also provides protection, security and gives independence to the woman and her family. It can also assist in the options for women to leave a situation wherein GBV is occurring.
- It was stated that many felt deep shame about their past and experience of conflict, finding it difficult to speak about or trust others with their story. Shame can also be a barrier to accessing the services they might need. An example of a woman who was given who experienced GBV, but was unwilling to discuss her circumstances due to feelings of shame and vulnerability.
- There was consensus that trauma and mental health services was a major issue and barrier to recovery. Services are difficult to access (geographically and oversubscription).
- Two women reported a lack of trust in their service providers. Service provision needs to be confidential, culturally appropriate and non-judgemental. Importantly, the person must be at the heart of the services, with their dignity and individuality respected. One participant thought there was an "ignorance" prevalent in service provision.
- One participant noted "there is no peace without health".
- PTSD and mental health issues are so prevalent, ergo, there needs to be extreme sensitivity in treatment.
- SPIRASI was thought to be a good service for trauma, however, they only came to their community once a week.
- Exchange of databases about health records.
- Health problems (including mental health of GBV sufferers) not allowing for the continuation of education – no link to the GBV that has been experienced.

The influence of experiences at the international level

How can the plan take a more strategic approach to our international engagement and promotion of WPS, including through our development assistance in conflict affected areas?

- How can we also take best practices from developing countries and apply them to Ireland; for example, in mental health and sharing.
- The importance of the SDGs as an outreach tool to schools as a way to raise awareness in Irish schools about international challenges; ensure that there is sufficient support for this at 2nd and 3rd level education.
- Important to support in a way that strengthens and empowers local staff who provide psycho-social services, legal services, access to justice – ie. Not provide short-term funding with non-local staff which poses a risk to the continuity of projects.
- Can we use this action plan to strengthen connections between regions and countries in a post-conflict situation – bringing in expertise from other countries to share best practice?
- Ensuring that people at the frontline can share experiences of what is going on in the country and help to address barriers in countries eg. Perception of mental health problems perceived as witch craft.
- Diaspora engagement & support can be a useful way to share best practices and improve services.
- The importance of not just passing through regional borders and going in on the ground i.e. the importance of local level work – working with CSOs in the partner countries. Local level work should include women on the ground – ensuring inclusive grassroots community development.
- The group noted that making women part of the decision making process is an absolute priority and is the best way to empower women. The group also noted that education and / or lived experience can be equally valuable. This also included reference to representation – i.e. Victims/ survivors of gender based violence (GBV) as role models and how they can bring their experience to the table. This led to the group adopting the phrase **“Nothing about us, without us”**.

Promotion and Awareness Raising

What do you think can be done to make people aware of the WPS agenda in Ireland?

- Suggested a media campaign by radio or television, headed by a well-known personality (such as Miriam O’Callaghan), would make the topic very accessible to the general public. But in order for this to be effective it would need to be part of a sustained campaign (maybe a 4-6 part serial) which couched WPS issues within a larger topical framework. For instance an introductory general discussion of GBV and Domestic Violence in Ireland, that expands to the wider domestic and international platform (for instance LGBTI and SGBV/domestic violence; SGBV among migrant/refugee communities; SGBV in conflict with a NI focus; domestic focus) (including those in Direct Provision (DP) and within the community) with an emphasis on those from conflict affected areas).
- Attention was drawn to a powerful campaign used in Scotland to highlight GBV focused on perpetrators ‘#every9minutes’ in partnership between Police Scotland and prevention organisation ‘Zero Tolerance’ which ran a four week campaign in cinemas, on radio and online, at a cost of £22,500

in which police officers told perpetrators that 'we are coming for you' and that they had a zero tolerance approach to GBV/Domestic Violence.

- Ireland's approach to SGBV was based on secondary and tertiary responses rather than a primary responses and that there was a need to address SGBV through the education system/curriculum across all levels – Primary to tertiary – Kenya was highlighted as a country that had done great work on teaching prevention/consent in schools.
- Attention was drawn to the generational legacy represented by young people with migrant parents in primary and secondary schools and to the ability of migrant parents, and indeed indigenous parents, to learn a lot from their children about social and cultural issues and in this case Women, Peace and Security.
- Outreach to some communities may be difficult due to their insular nature – there may be a lot of hidden violence which the community trying to address issues in their own culturally sensitive way
- It was highlighted that some people/communities gain access to information and awareness through attending events like this (3RD NAP Consultation)
- Raising awareness of SGBV/Domestic Violence as a criminal offence among minority communities.
- Another participant highlighted how Refuges for women and children fleeing Domestic Violence were inaccessible to refugees, that many are operating a much more restricted operation than previously and cannot take migrants, this is exacerbated by the current housing situation in Ireland were other options are unavailable..
- A particular direct provision centre in Cork (Glenvara) was highlighted where 4 women were living in a centre with 100 men making them feel unsafe and vulnerable to intimidation, assault and abuse. The system for allocation should be revised to ensure the maximum safety of women and children as well as other vulnerable groups.
- Participants highlighted the system that is in place for the provision of health Participants wished they had a better idea of what was advertised as available in contrast to what is actually being delivered.
- Participants from direct provision expressed a belief that the Department of Justice (DoJ) was unwilling to engage with them, and that they had a general lack of faith in the DoJ – the absence of a representative from the DoJ at the consultation in Cork itself was particularly noted
- Representatives from the Asylum Seeking community felt that new regulations being brought in by the DoJ demonstrated a complete lack of understanding of life for Asylum Seekers in Ireland. For example they raised the issue of Managers of DP centres being granted the ability to provide access to contraception to residents. It was felt that this was a barrier to reproductive rights, health and privacy of residents and that it should be freely available rather than a power invested in an administrative role.
- The isolated nature of many DP was seen as a contributing factor to declining mental health for many asylum seekers. The importance of Mental Health was emphasised.

Engagement of men and boys

How can we better include men and boys in these issues from conflict and post conflict affected areas living in Ireland?

- Participants suggested a formal targeted training on 'culture, rights and responsibilities' across all 37 accommodation centres in Ireland.
- It is very important also that the message be conveyed to men's groups also and engaging Faith Leaders to spread the word of WPS to their congregations
- Participants also raised the wider culture of disbelief towards asylum seekers as well as pervasive racism in which migrant men and boys, especially those of African descent, were perceived as violent and dangerous. It was felt that this discouraged or prevented men and boys from integration and increased isolation and social exclusion. In turn social exclusion and isolation were seen to be contributing factors to aggression.
- Issues such as FGM were highlighted as not just being an issue of law, but rather about the concept of values. For many fleeing their home and living in isolation there is a desire to retain cultural values and identity markers. Participants discussed how "Being integrated and breaking isolation" were key to tackling acceptance and perpetuation of practices such as this as well as SGBV.
- Participants discussed how existing local ethnic and religious minority communities could be utilised as tools of integration and awareness raising. It was believed that local mosques, churches and community groups could be utilised to provide positive examples to young men and boys from conflict and post-conflict affected areas. Networks would provide a bridge between their cultural heritage and Irish integration.
- The championing of 'community role models' who promote positive masculinities was also seen as a possible avenue for awareness raising and greater integration
 - Education for men about how GBV is not acceptable in Ireland and education for women on the legalities and how to report and that these information sessions be conducted separately. It was noted that if women don't have the knowledge/education to know that violence is not acceptable, they will not be inclined to report and the problem will remain. There was also a mention made to retribution that may occur after any reporting of domestic violence to An Garda Síochána and that this needs to be considered when dealing with issues of this nature.
 - A discussion was had around the contribution of culture and religion to combating GBV. It was noted that no religious leader was visible in the room and that bringing progressive pastors/imams into the conversation would allow the message to reach many more people within the system.
 - One method suggested was to target progressive men who could then lead workshops/ seminars to discuss with other men and to specifically "create initiatives to target men and use women as facilitators" but to orientate the discussion around men.
 - It was mentioned at several points during the discussion that GBV should not be seen as solely an immigrant issue and that any discussion around it should take this into account to avoid

discrimination. It was also mentioned that historically GBV strategies had focussed on empowering women to report and that only now is there an emphasis on looking at why men do what they do.

Peacekeeping & Missions

In what ways can the plan continue the advances made by our peacekeeping missions regarding WPS?

- We need to examine how to capture the impact of the training provided to staff for education and deployments, the investment in gender awareness, gender advisors and the gender lens applied to our peace keeping missions.
- At a high level where do we position ourselves on the disconnect between militarism, neutrality and UNSCR1325? This follows on from a question in the panel session related to the use of Shannon Airport by the US military. This facilitation is directly assisting conflict in many areas of the world. Conflict that people are trying to escape. Conflict which disproportionately affects women and girls.
- Internationally we need to hold others to account for the agenda around the Prevention of SEA. Domestically we must back this up by providing investment in Prevention and Protection measures at home for refugees fleeing from SGBV.
- We have made good progress on mainstreaming gender on the ground and need to continue to further this work.
- The UN is embedding capacity in Missions and further integration is required between peace keeping missions and humanitarian and development systems. Instead of competing for crossover resources this would allow donors to cluster services to reach more people and get a greater return from the resources invested instead of duplicating work.
- There is scope for a dedicated budget for WPS within Missions. This would allow for a greater focus on the work and for better data feedback on the impact of this work.
- There is scope to broaden the resources offered within Missions similar to the specialist units used in disaster relief. Of particular importance may be a similar team of psychologists to treat the trauma experienced by people in these conflict areas in the home country long before they have gone through and arduous journey to a foreign land with its different culture, social norms, language, etc.
- This may be seen as a form of 'mission creep' but the counterpoint is that it offers a more holistic approach to peace building and allows Missions to build trust from the ground up.

In what ways can the plan intersect with CEDAW, the sustainable development goals and the UN Secretary General's Sustaining Peace agenda?

- Climate change risks creating situations of fragility. We need to incorporate a holistic approach to frameworks to better manage risk reduction and work towards the SDGs. This links to Pillar 4 commitments already outlined in the 2nd NAP which can be expanded on the new NAP.

- There is a role for CEDAW implementation in Ireland. We should start at home and lead by example, e.g. domestic violence law in Ireland.
- Section 4 (a) of the 2nd NAP can be expanded on for the domestic context. This will also give greater credibility to Ireland's voice in this area on the world stage.
- Is there scope for a Good Climate Security Index? An Index which would take account of the factors affecting climate change in fragile and conflict affected states.

Wider Diversity and Inclusion:

How will we integrate LGBTI and Disability perspective in the plan?

- In order to fully integrate LGBTI+ and Disability perspective into the plan it's important to include inclusive language and explain what is meant by LGBTI and disability (also types ie. Hidden etc). Information about these groups is important as it can promote better awareness and encourage understanding.
- Need to engage with these groups through focus groups/consultations so their voice is included throughout the process.
- These groups have specific needs and therefore require specific supports, such as support networks, information about services and their rights. The group commented that these groups need a specific plan and funding to implement actions within the plan or maybe these exist already – if they do, there needs to be greater link up.
- Include lines about their legal rights in the plan so they know, and are aware of their rights and do not have to live in the same fear which they may have experienced in their own countries due to law/culture/religion. Also on this point it was noted that it would be helpful to connect these communities with international communities who face similar human rights issues.
- Important to reach children in schools about these groups to inform and promote understanding and foster integration.
- Key issue for these groups is integration into their communities (religious/ethnic). There needs to be greater effort from communities to include LGBTI+ and people with disabilities into the community and this can be done through employment, particularly by local businesses. If local businesses hire more LGBTI+ or people with disabilities, it helps them financially and on a personal level but also could help with integration as people will interact through the provision of services and when people see them in these roles it may help reduce stigma or preconceived thoughts about their abilities.
- Need role models or advocates to speak to communities about these groups and also role models from these groups to represent at events such as consultations, to share their experiences.

Outreach

How can Ireland demonstrate a greater commitment to learning, in-depth engagement and more consistent stakeholder consultation in Ireland and internationally?

Domestic

- Outreach is important but it needs to be met with actions and impact, these discussions must go somewhere to ensure meaningful engagement to empower communities. This point was followed up with how people need to learn about implementation – you can go to consultations but will the actions be implemented? What does it mean when these actions are implemented?
- Need to access different demographics age, gender, education, location, with special attention to vulnerable communities to encourage exchange of diversity and learning. Broader point on how Ireland plans to use diversity of its people in future, important to know now to foster integration.
- Need a plan which focuses on the “new Irish”. This plan could address the structural barriers which exist in society for the new Irish and plans on how to tackle these barriers to achieve full integration. The group emphasised the issue of employment, particularly public sector employment and the tests used to hire people – some felt they were designed for Irish born/Caucasian and these limited the number of ethnicities employed in public sector.
- Government using same people (tokenism) to say they are working with refugees – need more voices, diversity, and inclusion.
- In communities, there are some people acting as ambassadors to help people in the communities with a range of issues. These people are helping as they feel it is their duty to help. The group made a point that ambassadors like these are important links for the government to connect to these vulnerable groups. Also, these ambassadors do not receive support, financially or resource wise and the government should support these initiatives and set them up across vulnerable communities.

International

- South Africa is a positive example of how engagement of communities has worked to change culturally. NAP in Australia is very similar to Ireland as they have similar structural issues so it would be good to engage with them.
- Ireland has a good international reputation due to our neutrality and political standing and people in other countries are receptive to Irish aid and assistance. The provision of aid in African countries from Ireland is provided predominantly by white Irish - panels need to be made up of other ethnicities from other countries who have a level of understanding and experience from these countries. France and the UK would also be good examples to learn from and engage with.
- Important to look at other countries models of how they work bilaterally to develop WPS.

Consultation Workshop, Dublin, 23/01/2019

Panel Discussion- moderated by the chair of the Oversight Group for the Second National Action Plan, Nora Owen

Vice Admiral Mark Mellett, Chief of Staff of the Defense Forces

Chief of Staff Mark Mellett provided a contextual background to UN Res. 1325 and spoke about the development of the first WPS NAP and the subsequent development of the Irish Defence Forces WPS NAP. He outlined that the Defence Forces must be prepared to deliver a better service and explained that this required institutionalising a gender perspective into how they operate – illustrating this by explaining that each deployment now has an appointed gender advisor. V.A. C.O.S. Mellett also outlined how he has sought out “champions of gender” in other international chiefs of staff (citing the Australian Chief of Staff as an example). In terms of future progress, V.A. C.O.S Mellett stated that the Defence Forces were looking at internal organisational policies to further develop the organisational gender lens e.g.: recruitment, family friendly initiatives, the establishment of a women’s network, an increased gender focus on specialist areas (medical and crime investigation) and implementing measurables. He stated that they will continue to build on their successes. He stated that internal resilience is key – to get it right externally, we need to get it right internally. What is implemented needs to “stick” in order to influence impact. Chief of Staff Mellett concluded by stating that this isn’t just an organisational issue, it’s a societal issue.

Dr Catriona Dowd, Concern Worldwide

Dr Dowd began by outlining the three changes in patterns of conflict

1. Increasing conflict
2. Increased complexities in conflict with the proliferation of violent actors
3. Conflict that is more internationalised

She stated that, with more protracted conflict, there are more sustained threats with women at risk at every stage (sustained protection threat). Active fighters are exposed to more extreme levels of violence and for longer periods. The proliferation of actors makes it more difficult to negotiate humanitarian access.

Dr. Dowd outlined a number of areas where she thought Ireland could act as a catalyst for change.

- (a) Investing in conflict prevention – only 3% of ODA is designated for conflict with not enough spent on aspects relating to gender
- (b) Post conflict recovery and women’s participation
- (c) International/regional conflict is a challenge but is also an opportunity – multilateralism can resolve such areas if we show leadership.

Dr. Aisling Swaine, London School of Economics

Dr. Swaine spoke about policy at the UN system level by outlining: how the UN system works; the silo-ing between the UN pillars; how the development of human rights needs to transfer across into the security side of the UN; and that WPS should equate to both gender equality and women's rights.

Dr. Swaine outlined existing human rights norms:

- International law e.g. CEDAW is applicable during armed conflict. With the proliferation of action plans and monitoring, CEDAW offers perfect chance to oversee these initiatives through country reports (citing Ireland's review under CEDAW in 2017)
- CEDAW General Recommendation 30 deals with WPS
- The need to examine synergies – how CEDAW can influence NAPs and provide broad thematic coverage that 1325 does not.

Dr Swaine then proceeded to discuss the utilisation of UN human rights bodies and mechanisms:

- The HRC and UPR offer the perfect opportunity for states to discuss WPS e.g. in 2011 during the UPR Ireland enquired about WPS from the DRC

Dr. Swaine stated that WPS can be brought into the human rights side of the UN – through implementation strategies the tools are there to show that it is about women's human rights. She concluded by stating that on the security side of the UN, the framework for women's rights is formed by soft law, with little or no recourse for violations beyond those that reach the threshold for peace/security implications. However, there are measures on the human rights side of the UN that facilitate recourse for non-conformity e.g. through CEDAW.

Dr. Bronagh Hinds, DemocraShe

Ms. Hinds outlined the progress that has been made between each NAP thus far, referencing the importance of both the Irish experience (example of Irish & Colombian representatives engaged in outreach with Syrian representatives) and civil society engagement. She stated that Ireland was a world leader in bringing in a domestic element to the NAP. An issue however, is the huge understatement of what Ireland actually does internationally, for example – what is done within DFAT in this regard.

Looking forward, Ms. Hinds reference the "theory of change"; the experience of the Defence Forces in drafting their own NAP; the domestic arena and the importance of the SDGs – doing at home what we do abroad; and looking beyond policy – what can action on the ground abroad?

Ms. Hinds opened the floor to questions on what had been discussed thus far. A number of issues that were raised included:

- Accountability – making states more accountable on non-delivery
- When will the threat to women’s rights be considered a threat to peace and security?
- What barriers exist to incorporating WPS in the domestic arena?
- Who are we not including?
- How do we deal with the past?

Roundtable Discussions:

Gender Integration in Legacy Issues

How can the next NAP support ongoing efforts to address legacy issues on the island of Ireland and greater gender integration?

- Women feel that they don’t have a voice but have a lot to say.
- A gender lens should be put on dealing with legacy issues.
- NAP 3 should be more of a partnership with civil society.
- A workshop should be organised in NI on the 3rd NAP as a next step.
- Irish Government should gender proof any proposed legacy legislation.
- Calls for Irish Government to include 1325 as an agenda item in the next meeting of the British Irish Intergovernmental Conference.
- There has been a lot of work on the ground on legacy issues but the Irish and British Governments need to enable a legacy process. This has held us back in terms of coming to terms with the past.
- Paramilitaries are dominating NI society. Young people are living and breathing these issues.
- Peace and reconciliation funding should be provided in the border counties.

Engagement of Border Counties and CEDAW

How can the next NAP better engage people who live in border counties and Northern Ireland?

How can CEDAW, other legal instruments and multilateral bodies support the implementation of the WPS Agenda on the island of Ireland?

- A WPS network will help build awareness on the ground.
 - o This must include younger women, since a degree conflict is still ongoing in some parts of Northern Ireland.
 - o Such a network would be always-on, cf. the one-off nature of a consultation.
 - o The network could involve activists, victims, and academics.
- The Irish Government needs to step into the vacuum left in Northern Ireland by the UK Government.
 - o It needs to act on the WPS agenda, in order to uphold the rights of female Irish citizens in Northern Ireland.
- Information about the WPS agenda must be disseminated in Northern Ireland.
 - o Not just to women’s groups, but also to broader groups which include women.

- The Irish Government needs to ensure that a gender lens is applied to everything in Northern Ireland.
 - o Consultations and negotiations about legacy issues, future political discussions and negotiations.
- There needs to be funding for WPS work with women in the southern Border counties
- However, networks can be too 'safe' and uncontentious.
- People need to get past 'not mentioning the war'.
- It should not be only a place for safe agreement.
- Any WPS network should be grassroots and balanced (though without labelling).
 - o WPS should be neutral enough for all communities in Northern Ireland to be involved with and take ownership of WPS, yet Protestant/loyalist women, especially older ones, do not know about the WPS agenda. There is also a knowledge gap regarding older nationalist women, who are not in the kind of activist groups that engage with the WPS agenda and rural women.

Mediation

Is there a role for Ireland to play in ensuring inclusion of a gender perspective and building women's engagement in peacebuilding and mediation (track 1, 2 and 3)?

- The potential for a consortium of women mediators – Ireland could stand to learn from other consortium networks.
- Linking local, national and international dynamics.
- A need to examine the purpose of networks and women in mediation.
- Promoting women in mediation and meaningful participation – solely as mediators or as participants to the negotiations (example given of the N.I. Women's Coalition in which women became mediators rather than actors in their own right, as it was the only space that opened up for their engagement). Clarity of roles is also needed. Women participating should not just been seen as addressing women's issues – they can contribute to all other aspects including peace and security. Women's participation should not be conflated with empowerment.
- A need to move away from having quotas of women towards active participation – it's not about numbers, it's about the contribution that those who are there can make.
- Collaborative approach that is framed in the gender perspective with a more strategic focus. There needs to be interconnectedness between development, peace and security and human rights.
- Could Ireland take the lead in using mediation to bridge gaps?
- Gender equality spaces should be the model of choice.
- At embassy level, there is potential to use relationships on the ground to cultivate an early warning system that would sense tension at the earliest onset. These relationships could also serve to raise grassroots voices.
- Co-mediation/mentoring/shadowing – there is scope to have both men and women as co-mediation teams (brings balance and diversity) to allow for transfer of knowledge and the recognition of all voices. Critical to this is acknowledging that the part played by the female mediator when the mentor is male.

- Training – gender should be mainstreamed into all training. To what extent is our gender perspective mainstreamed?
- There can exist a tendency to see all women as a homogenous group.
- Ireland can use its position as an honest broker (drawing on our experiential history).
- Monitoring and evaluation – must be impact driven and be capable of quantifying. Addressing breaks in the chain.
- Women should not be seen as being part of the process only to speak on women’s issues.

Regional Organisations and Peacekeeping

How can membership of regional organisations support implementation and learning related to the National Action Plan?

- The main problem with the ongoing work nationally and regionally is a lack of read-across between initiatives. Some departments, such as the Department of Justice, are already doing some very positive things but not recognising their link with the WPS agenda. In each department, everyone with WPS as part of their work brief should meet occasionally, for example every quarter, to discuss ongoing WPS work and ensure this is linked. It should also be standard practice that WPS is included on meeting agendas wherever relevant. One previous minister mandated that all Memos for Government included a line on how the policy would affect women; this could be looked at as well.
- There needs to be a mapping exercise or audit of all of the institutions (national, regional and otherwise) whose work has a link with WPS to allow for the maximisation of the agenda.
- It is important that WPS is mainstreamed in every stage of a project’s process (design, implementation etc.) and on every level (local, national, regional, global).

How can the National Action Plan feed into Ireland’s peacekeeping work?

- The Irish Defence Forces have a gender advisor on every mission. However, this is not always the case in UN and EU missions; the EUTM mission in Mali does not have a gender advisor, which is disappointing. The Irish personnel on that mission are pushing for it. It is important that the IDF continue to share their experiences and best practices on missions in which they participate. There are sometimes concerns about local reaction to these practices, particularly if the mission tries to bring those practices to the local forces. It is therefore important to have local engagement in these processes.
- Gender advisers are on missions to ensure that gender is taken into account and kept on the agenda. It is crucial that gender advisers are given positions that give them access to the commander; otherwise the message can be diluted and made less effective.
- The Defence Forces should seek to positively influence those it works with, including ‘unnatural bedfellows’ (NATO). Ireland’s peacekeeping experience and the experience of our personnel is very well-respected in military circles and we can use this for influence.
- IDF personnel can have a positive influence on the ground in conflict and post-conflict areas. Experience indicates that migrant women in Ireland will often not enter a police station due to mistrust of police

forces. The IDF can demonstrate where they operate that there are people in uniform who can help, with good practices.

- WPS has a strongly positive influence on peacekeeping missions. Without it, missions can lose access to 50% of the population: from an intelligence perspective this is ineffective.
- The IDF capture lessons learned from every mission, but they are not always perfectly fed into policies and practices (although in the majority of cases they are). Part of this is a no-blame culture where, if mistakes are made, IDF personnel can feel free to report them and improve policies and practices with no fear of retribution unless they deliberately broke rules.
- When Ireland is involved in peace missions, we should demand that women have a place at the table in any negotiations or dialogue. However this should not be tokenistic; we should make sure these women are able to be effective; this links with capacity building. Ireland already funds capacity building in a number of different projects and should continue to do so. This should also not be done by quota; we should not seek to prescribe a specific number of women and should focus on effective participation.
- Irish peacekeeping missions should have greater links with NGOs, civil society and government work. When an Irish mission deploys, DFAT should give priority to support in that area and should suggest the same to Irish NGOs who may be able to make links with the mission and support their work.
- Awareness of the NAP and WPS should be raised at all levels: within and between departments, and publically. The Defence Forces and DFAT should raise it in public speeches and as part of the Global Schools programme. This could also help the Defence Forces to attract female applicants.

Human Rights Defenders

How can Ireland's NAP ensure greater protection for WHRDs and civil society space in conflict affected countries?

- Greater protection for Women Human Rights Defenders (WHRDs) in civil society space in conflicts is needed.
- This can be done through using the UPR process to systematically raise the issue of protection for WHRDs.
- Shadow reporting is a good way for NGOs to communicate issues to Governments – they also balance issues with the challenges of implementing them.
- There needs to be a rights based approach to WPS.
- Talking to HRDs/civil society activists – they play a crucial role in peacekeeping – but voices are often not heard – such as in Iraq and Yemen.
- Policy Papers are often well meaning but not worth much on the ground – not clear how 1325 is relevant locally.
- Partnership and Rights have to form the development approach.
- People on the ground see a more securitized approach.
- Protection of WHRDs – what do we mean in terms of implementation at the local level
- We all want to do something new – but there still a lot do with the old plan – the original WPS.

- Mainstream HRDs into protection.
- SECCO – its success will be good for WPS – Geraldine Byrne Nason is a great advocate – WPS is high on her radar.
- Designing indicators – lot of emphasis on activity rather than impact – at all levels where change is happening at the top and more important at the bottom, rural areas.
- Ireland’s priority countries – NAP will select them – not all of Ireland’s KPCs have WPS NAPs, we should encourage them to develop one.
- SDGs – works both ways we won’t learn also – e.g. Columbia – HRDs in danger there because they are trying to implement the peace process.
- Eastern Congo – no Missions there but there are lots of Irish NGOs there and the UN is active.
- Ireland in South America – Embassy network was small so there was a heavy reliance on NGOs.
- The previous domestic WPS NAPs didn’t have money commitments but when we support WPS NAPs of other countries we demand they be budgeted and fully-costed in terms of money and technical resourcing in government depts.
- UN women’s instrument – this funding has to go to women led NGOs – which are difficult to track at a local level.
- Protection is chronically underfunded – a lot of Irish Aid goes to pool funds 3% goes to protection – and only a tiny % of that goes to women led WPS NGOs.
- What do we mean by protection? = prevention – training – advocacy – risk – security grants – lawyers – steel doors around offices – medical assistance when they’re attacked – give them credibility, stability, and visibility.
- Not all countries would recognise that there are HRDs – there is push back in the human rights council. Govs are spending huge money and resources to discredit HRDs – Gov on the other side of the argument need to match.
- Keep HRD on the agenda in all areas UPR, UNGA, etc.
- WHRDs protection – the whole community needs to buy in religious leaders, tribal groups, incl. male champions – How do we protect them if they commit – religious leaders often compete for follows – how can we help them get more people through being a male champion.
- Collective security – build it for the whole community so the leader won’t be at risk.
- Protection means real rights which should act as the overarching framework for our key three areas: Implementation, Localization, and Accountability.
- EU guidelines on HRD protection came in under Ireland’s presidency.
- WHRDs sometimes say that they feel instrumentalised by P/CVE plans.

Civil Society Engagement and Awareness Raising

How can local women’s and other civil society organisations better engage with WPS (including its application to migrants/asylum seekers/refugees) in Ireland?

What do you think can be done to make people aware of the WPS agenda in Ireland?

- There is a need to focus on the domestic implications of NAP.
- Lack of resources restrains engagement: civil society organisations are stretched, one of the barriers to engagement is the lack of capacity to engage with consultations, for example, due to little resources and funding.
- Domestic leadership and whole of government approach: The onus should be on the government to reach out in the first instance and to share an understanding of how it applies domestically and make this information accessible.
 - o E.g. translations but also accessible language generally.
- There should be clarity on the role and responsibilities of each Govt Dept but also the role and responsibilities of CSOs and the larger community.
- To encourage engagement, it is important that the relevance of the NAP is disseminated and translated to CSOs.
 - o Awareness raising campaigns.
 - o Communications plan- use of technology and media.
- There was a suggestion that key stakeholders should be targeted- those most affected.
- Community education is integral to trying to understand the needs and how it is relevant.
 - o Education also ensures that there is sufficient capacity and confidence within the community to engage.
 - o Suggestions of community workshops but again the need for funding for follow through was raised.
- It is important that the NAP is inclusive- that the engagement reaches beyond Dublin.
 - o This again is a call back to lack of funding as CSOs outside Dublin tend to be under resourced.
- Adding the personal dimension: Personal stories can have more impact in trying to make it relevant- sharing experiences.
- The NAP should be able to link into other policies/frameworks etc. e.g. the integration agenda, CEDAW- cross fertilization of the human rights and security agendas.
- There needs to be recognition of the long lasting consequences of trauma- there is an underestimation of post conflict trauma in the govt and CSO planning and engagement.
- Ireland will report of CERD this year and ICCPR next year- this offers an opportunity to highlight the challenges faced and run an awareness raising campaign around this.
- Examples of policy barriers to participation: International fees for higher education until 3 years lawful residence after getting status.

The Domestic Dimension of Protection, Relief and Recovery

Is the existing pillar of Protection, Relief and Recovery the most effective way to address the domestic element of the plan?

- The general consensus at Table 8 was that Pillar 3: Protection, Relief and Recovery is the most effective way to address the domestic element of the plan. However this recognition was based on the

understanding that it depended on the implementation and efficacy of actions surrounding the pillar and the recognition of the interconnected and interdependent nature of all 4 pillars.

- The contributors discussed how many women had service needs but with additional access requirements.
- *Education* and Outreach and the issue of **translation** and its access and availability were raised. In **rural communities**, while English Classes and other services were available, the absence or **infrequency of transport** and the **lack of available or affordable childcare** meant that women and girls were not able to access these services.
- One table raised the point that available services and resources for those experiencing GBV and Domestic violence, both indigenous and migrant women, were extremely limited.
- Another spoke of services that required a threshold (in one case of 35 Domestic Violence incidents) before you could access a service. This is exacerbated by the housing crisis.
- These participants highlighted how a systematic education programme that was rolled out across all DP centres and which could also reach relevant community centres is required to meet the Sexual and Reproductive Health Education (SHRE) needs of women in DP as well as other migrants from conflict effect areas.
- Participants highlighted the lack of clarity available about protocol and procedures for accessing services and protection processes.
- Beyond that the participants also felt that inter-departmental (DFA, DoJ, HSE, Dept. of Rural and Community Development etc.) communication and sharing was not thorough and that the 'left hand is not aware of what the right hand is doing'. They identified a need for a mechanism to 'compel' departments to fulfil their implementation responsibilities.
- Additionally, participants highlighted that Direct Provision is a place in which a lot of exploitation occurs, they discussed the presence of sexual violence, abuse and harassment as well as drug abuse and in some case being coerced into providing sexual services due to poverty and vulnerability.
- One participant also highlighted how some survivors of human trafficking were placed in reception centres while their origin and other information was being processed which was incredibly inappropriate.

How can we better include men and boys in these issues from conflict and post conflict affected areas living in Ireland

- Outreach is limited to women and girls education on Sexual Health and Reproductive Education (SHRE), with men and boys neglected. This is despite the fact that SHRE must be administered in a holistic manner to ensure all parties in SHRE matters have an understanding of sexual health and reproductive health to ensure overall community health. The participants discussed how they had received requests to provide training/education to men and boys in DP but were unable to do so due to funding limited to women and girls.

- A key component of SHRE is also relationship health, this include issues of consent and other issues with a key SGBV including FGM preventative message. To limit the spread of this primary preventative education to women and girls and not include men and boys was highlighted as a huge lost opportunity and oversight that could have a great impact if addressed.
- The potential of faith (and other respected community leaders) to educate the community as a whole and to reach specifically to men and boys was emphasised.
- The ability to target education to encourage the development of community role models (positive masculinities) was also raised.
- A holistic approach through churches/mosques other faith centres was identified as a possibility.
- Leveraging the role of strong female community leaders and (where necessary) the targeted capacity building of their sons/husbands as strong role models of positive masculinity.
- One participant raised the existence of 'Men's Sheds' in Ireland as responses to social isolation and mental health issues in Ireland as a transferable concept. That male facilitated spaces in which men can talk and access specific services/information and discuss pertinent concerns and issues can have a dual effect of helping men and boys who have experiences trauma/isolation as a result of conflict having a positive resource to expel frustration as well as relieve mental suffering through companionship and inclusion.
- This was particularly relevant for those women without resident status who may live in border counties or who must transverse the border by public transport to access services. Additionally participants were concerned about the effect of barring orders cross border post Brexit as well as the absence of EU funding in NI following Brexit.
- Sexual Health and Reproductive Rights in Conflict and Emergencies: Time was limited so the representative from the IFPA shared their IFPA resource on ['Sexual Health and Reproductive Rights in Conflict and Emergencies'](#) for inclusion during our consideration of the international element of the new NAP.

Disarmament and Peacekeeping

How Ireland can's other foreign policy priorities, such as disarmament and peacekeeping, be better integrated with the WPS agenda?

Peacekeeping

- A large focus of the discussion was on the peacekeeping element of the question, with many of the experts stationed at the table familiar with Ireland's foreign policy in this area. It was noted that at present there is an incoherency between peacekeeping and rehabilitation, and that better links need to be developed between humanitarian aid and peacekeeping in general. Ireland's commitments to protection of civilians and the provision of humanitarian assistance need to be both reassessed and renewed.

- The EU mission in Chad was mentioned as one particular peacekeeping mission which was successful in the area of women, peace and security, particularly in relation to protection and humanitarian aid provision. This contrasts greatly to the UN missions, which were noted as being the most challenging, largely due to issues relating to effective communication. Across all peacekeeping missions joint liaison instruments may assist with building a rapport, therefore encouraging universalisation of National Action Plans.
- There is a lack of universalisation of National Action Plans on WPS, with many in field mission finding it difficult to implement the agendas. The lack of political will to see the Action Plans implemented fully was noted as a factor in the failure to translate the NAP into Irish peacekeeping missions abroad.
- The overarching issue of resources was noted on several occasions throughout the discussion. Further resourcing of Gender Advisor and/or gender focal point posts may assist on the ground efforts to implement the NAP. The EU Mission in Chad was the first to have such a post financed, with experts at the table commenting on the success of efforts in the WPS area due to the impact of such a position.
- Gender awareness varies greatly across UN Peacekeeping Missions. An Irish leading role could assist with greater continuity in the field. Continuity was also noted as one of the leading factors in the prevention of successful translation of NAPs to the field.
- There are barriers to the impact women can have at a political level and in the field. Women often don't have an impact, and UN Missions have previously tried to incentivise female involvement. However, this is not just a situations of "add and stir". This is a systematic issue with more than just quantifiable outcomes. Women need to be provided opportunities to fulfil their potential in peacekeeping missions, but there are still difficulties in recruiting women to peacekeeping missions abroad.
- In the Third NAP it is important the measures are included which hold Ireland accountable from a peacekeeping perspective.

Disarmament

- The shift to integrated disarmament was noted – disarmament is no longer a standalone issues, it cuts across many other international peace and security issues, as well as the Sustainable Development Goals (SDGs). The Disarmament and Non-Proliferation Section has been working on further integrating gender priorities into its work, and has become a champion for gender issues across disarmament fora.
- In 2018, Ambassador Gaffey (PMUN Geneva) became an International Gender Champion in the Disarmament Impact Group, as was nominated for Arms Control Person of the Year 2018, placing second overall. Ireland also supported the production of guidelines on how to integrate gender perspectives into the Arms Trade Treaty (ATT) in 2018, and it is hoped that the Section can provide further funding to projects with a gender perspective in 2019.
- In 2017 Ireland played a leading role in ensuring that gender provisions were including in the text of the Treaty on the Prohibition of Nuclear Weapons. This followed from research supported by Ireland which demonstrated the gendered impact of nuclear weapons and the disproportionate impact on women.

- The DNP Section will work towards applying a gender lens to upcoming issues such as Lethal Autonomous Weapons Systems (LAWS), sometimes referred to as ‘Killer Robots’, and also Explosive Weapons in Populated Areas (EWIPA).

Monitoring & Evaluation

How can the existing M&E mechanism of the previous NAP be improved?

- Building the results framework for the next NAP should start from the position of asking “where do we want to be in 5 years?” and working backwards rather than working within the current parameters.
- Reporting should focus on *change* over time in addition to *activities/outputs*. Not necessarily high-level goals but indicators of systemic change – e.g. % females in the army.
- One challenge with reporting on change is having the resources, tools and knowledge to be able to better measure change. This starts with the Central Statistics Office – at the highest level what are we systematically recording that’s relevant to WPS and how can this be improved to better align with the new NAP? From there, how can Departments start measuring data that’s NAP-relevant? This needs to begin at a basic level – e.g. many Departments currently don’t gather gender-disaggregated data where this could be possible.
- There should be efforts to expand what is captured by NAP reporting. There is a perception that much more domestic policy initiatives and activities could qualify as contributing to the NAP that falls outside of current M&E structures. We should aim to capture the coherence and complementarity between NAP and other policies – e.g:
 - o HSE Intercultural Strategy.
 - o D/Justice Migration Integration Strategy.
 - o National Women and Girls Strategy on SGBV.
 - o Irish Human Rights and Equality Commission.
- Part of the challenge is a lack of awareness and knowledge of NAP within non-DFAT Departments beyond those who are immediate NAP liaisons. As such we need a whole of department as well as a whole of government approach. This raises the question: how do we make NAP/WPS more accessible to the broader public? How do we move beyond technical language (and titles) to engender broader support?
- CSOs could also play a role in M&E throughout the NAP process – we should be implementing localisation here as well as abroad. They are often aware of and participating in initiatives of relevance to NAP, and as such are well placed to advise on and feed into reporting processes.
- Instead of (just) adhering to the set reporting timelines, it could make sense to avail of key moments/events related to WPS to take stock of learning – e.g. CSW.

Could the plan be structured around the model of a “theory of change” in a way that is both effective and user-friendly for implementers?

- For the theory of change (ToC), change will only happen when leadership makes it a priority – in that sense, seeing the WPS agenda reflected in national plans, political speeches, PQs etc, could be an important indicator.
- When thinking about the ToC it's important that we don't let what's measurable define our aims – some of the most significant changes are generational, and don't lend themselves to easy measurement but are important to incorporate on our models of change.
- It may be unrealistic to set one ToC, but rather a set of Theories of Change at each level – Cascading from (i) Whole of Government (ii) Department (one per Dept) (iii) Civil Society, which feed into an overarching ToC.
- We need to pay attention to the rapidly changing external environment when constructing the ToC, and identify the assumptions being made in the ToC – issues as broad as technology and counterterrorism have implications and need to be fed into the process.

Comments² from the 'Suggestion Box' (Dublin and Cork combined):

- Support LGBTQI community from conflict affected areas and understanding the cultural context Of LGBTQI issues in their home country
- Provide resources to assist those in the migrant communities who have disabilities.
- Climate/Environmental impacts of the plan need to be considered
- Ensure Women living in direct Provision have access to sexual and reproductive health services.
- The public participation structure at local authority level could be used to raise awareness about the NAP as there are our most grassroots structures.

*Women Peace & Security Desk
Conflict Resolution Unit
Department of Foreign Affairs & Trade
8th February 2019*

² This only includes points that were not mentioned above