



Rialtas na hÉireann
Government of Ireland

Women, Peace and Security

Ireland's third National Action Plan for the implementation of UNSCR 1325 and related resolutions

2019 – 2024



My approach to peace-building involves not just political leaders, but all of civil society, including women. Without their full support and participation, no peace agreement can succeed.

MARY ROBINSON,
CHAIR OF THE ELDERS AND FORMER PRESIDENT OF IRELAND

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Foreword

by An Tánaiste and Minister
for Foreign Affairs and Trade,
Simon Coveney TD



Ireland is committed to putting women and girls at the heart of our work to prevent and resolve conflict. Ensuring that peace is forged on the basis of rights, equality and inclusion, is an expression of Ireland's values but also our strategic interest.

Ireland's third National Action Plan renews our commitment to the implementation of the Women, Peace and Security agenda of the UN Security Council, recognising the distinct impact of conflict on women and girls and the importance of women's participation in conflict and post-conflict situations.

The Action Plan sets out our strategy and actions for the next five years and is closely aligned with *A Better World*, Ireland's new international development policy, which includes gender equality as one of its four priorities.

We are committed to strengthening our work and increasing our funding to Women, Peace and Security across four pillars: prevention, participation, protection and promotion. We will build on strengths from previous plans, including monitoring and evaluation; sharing our experience with other countries on the development and implementation of our NAP; continuing to address the root causes of conflict; and the prevention of and protection from gender based violence in conflict settings. We are committed to strengthening women's representation and gender perspectives in all of our peace and security work, with particular focus on disarmament and non-proliferation fora, and peacekeeping. We will also widen our focus to address the underlying discriminatory gender norms and broader inequalities which often underpin violence and increase our focus on young people and their inclusion in this agenda. We will amplify our voice and the voices of women, increasing and deepening our promotion of the WPS agenda.

Women won their place at peace talks in Northern Ireland through their own determined efforts. The cross-community and cross-generational work of women peacebuilders on the island of Ireland continues today. It is disappointing that Northern Ireland remains the exception rather than the rule when it comes to the level of women's participation in the Peace Processes. We are determined

that WPS remains an integral part of continued peacebuilding on the island of Ireland.

Ireland is a country of increasingly rich diversity, and a growing number of women currently living here are from conflict or post conflict affected areas. The plan seeks to ensure that the particular needs of women who have experienced conflict are taken into account in the services provided in order to support their relief and recovery from the trauma of conflict.

We recognise the importance of meaningful participation of people of all ages, communities, and backgrounds, within Peace and Security discussions. I am proud of the wide consultation process which took place to develop this plan and the diverse membership of the Working Group which led its development. We have heard from women and men from across the island of Ireland including members of new communities and from our international partners. These voices have enriched and strengthened this plan.

Driven by both conviction and experience, Ireland, as a global champion on WPS and as an aspiring member of the UN Security Council, is determined to progress implementation of the WPS Agenda through this Plan, from grassroots to global institutions. We are mindful that during the lifetime of this NAP we will mark 20 years since the adoption of the first Women, Peace and Security resolution (UNSCR1325.) and yet, the implementation gap remains regrettably large. The WPS resolutions must move beyond rhetoric to reality. It's long past time - let's play our part.

*An Tánaiste and Minister for
Foreign Affairs and Trade,
Simon Coveney TD*

Foreword

by Minister of State for
the Diaspora and
International Development,
Ciarán Cannon TD



Ireland's previous National Action Plans on Women, Peace and Security have been very effective, with their successful implementation putting gender equality at the heart of Ireland's foreign policy. This third National Action Plan on Women, Peace and Security is a further step on that journey, at home and abroad.

In February 2019, the Government launched *A Better World*, Ireland's new policy for international development: *A Better World* places gender equality as one of Ireland's four priorities for our international development work, together with climate action, reducing humanitarian need and strengthening governance. *A Better World* also commits Ireland to strengthening gender equality across three clusters of interventions – food, protection and people.

Ireland, with Kenya, played a central role in the process which agreed the Sustainable Development Goals, which provide the context for *A Better World's* focus on the furthest behind first. Gender equality, as both an objective and driver of sustainable development, is the foundation on which the achievement of the SDGs will be built and, of course, is at the core of this third National Action Plan on Women, Peace and Security.

In this context, I would like to highlight SDG 5, on gender equality, and SDG 16, on promoting peaceful and inclusive societies. These are mutually reinforcing: promoting and protecting gender equality helps create more just, peaceful and inclusive societies. Over the last 5 years, 15 of the 20 countries that experienced the largest improvement in their internal Global Peace Index scores also showed improvements in the "gender inequality" indicator.

In 2017, the OECD Development Assistance Committee reported that approximately 86% of Ireland's international development funding made a significant contribution to gender equality and women's empowerment. We are committed to building on this strong base through the implementation of the third National Action Plan on Women, Peace and Security.

Our commitments include increasing allocations directly related to gender equality and scaling up our investments. These include strengthening women's voices in political decision-making; increasing engagement with and funding for women's organisations and movements; and,

intensifying work on gender-based violence and protection.

A Better World also commits Ireland to expanding and deepening our work on sexual and reproductive health and rights, increasing work on women's economic empowerment and increasing investment in education with a particular focus on girls' education.

Without improving access to food, water, healthcare, and education for women and girls, and working to protect them from gender based violence, the chances of achieving their meaningful participation in decisions which affect them diminish greatly. Ireland's contribution to gender equality recognises that achieving political representation and power is inextricably linked to women's socio-economic representation and power. This is at the heart of the third National Action Plan on Women, Peace and Security, which also acknowledges the interconnections between its domestic and international dimensions.

Partnership has underpinned the development of this third National Action Plan on Women, Peace and Security. It will also be central to its implementation. We are committed to working with other Government departments, with civil society, with multilateral organisations and in multilateral forums in delivering the Plan, with our membership of the European Union an important strength.

Ireland's partnership approach recognises that men and boys are integral to the realisation of the Women, Peace and Security Agenda.

When we listen and heed women's voices, we all win: if we ignore women's voices, we all lose out. Looking to the 25th anniversary of the Beijing Platform for Action, it is time to move from gender inequality to gender justice: Ireland, including implementation of this third National Action Plan on Women, Peace and Security, is committed to playing its part.

*Minister of State for the Diaspora
and International Development,
Ciarán Cannon TD*

List of Abbreviations

AU	African Union	MG	Monitoring Group
AGS	An Garda Síochána	NAP	National Action Plan
CEDAW	Convention for the Elimination of all forms of Discrimination Against Women	NATO	North Atlantic Treaty Organisation
CRU	Conflict Resolution Unit (Department of Foreign Affairs and Trade)	NGO	Non-Governmental Organisation
CSDP	Common Security and Defence Policy	ODA	Official Development Assistance
DCAD	Development Co-operation and Africa Division	OECD	Organisation for Cooperation and Development
DFAT	Department of Foreign Affairs and Trade	OSCE	Organisation for Security and Co-operation in Europe
DJE	Department of Justice and Equality	PfP	Partnership for Peace
DSGBV	Domestic, Sexual and Gender Based Violence	PVE	Preventing Violent Extremism
EU	European Union	RIA	Reception and Integration Agency (Department of Justice and Equality)
FGM	Female Genital Mutilation	SADD	Sex and Age Disaggregated Data
GBV	Gender-Based Violence	SEA	Sexual Exploitation and Abuse
GFA	Good Friday Agreement	SGBV	Sexual and Gender-Based Violence
GEWE	Gender Equality and Women's Empowerment	SIDS	Small Island Developing States
HRC	Human Rights Council	SRHR	Sexual and Reproductive Health and Rights
HSE	Health Service Executive	UNMIL	United Nations Mission in Liberia
ICC	International Criminal Court	UNRWA	United Nations Relief and Works Agency
ICGBV	Irish Consortium on Gender-Based Violence	UNSCR	United Nations Security Council Resolution
IGAD	Intergovernmental Authority on Development	UNTSI	United Nations Training School in Ireland
IFI	International Finance Institutions	UPR	Universal Periodic Review
IRPP	Irish Refugee Protection Programme	WPS	Women, Peace and Security
ISP	International Security Policy Unit (Department of Foreign Affairs and Trade)	YPS	Youth, Peace and Security



Colombia - preserving Afro-Colombian Culture through song
Photo: UN Women/Ryan Brown

Executive Summary

A more peaceful, equal and sustainable world is the overarching goal of Ireland's foreign policy. We know that building lasting peace is not possible without building a more equal and inclusive society. One of the most fundamental aspects of this is achieving gender equality and equal rights for all women and girls.

Peace agreements which are forged with women at the table are more likely to last, while societies which strive for gender equality are more likely to be peaceful. Women led the process of building peace in Northern Ireland and they continue to support peacebuilding across the world.

Ireland's third National Action Plan (NAP) on UNSCR 1325, the Women, Peace and Security Agenda, forms a central element of our broader commitment to gender equality which is a priority in Ireland's foreign policy, reflected in both *The Global Island* and the new policy for international development, *A Better World*.¹

The NAP commits Ireland to recognising the particular adverse effects of conflict on women and girls; to prioritising gender equality in all aspects of our engagement in international peace and security and conflict-affected and fragile contexts; and to championing women's right to equal participation and their important role as leaders in all peacebuilding processes. Our commitment to gender equality includes ensuring that we have an overarching focus on gender equality in all of our partnerships and interventions, and in deepening our understanding of the gendered-impacts of poverty, inequality, climate change and conflict.

It aligns with fulfilling the objectives set out in UN Security Council Resolution (UNSCR) 1325 and its eight related resolutions.² It also forms a central aspect of Ireland's commitment to achieving the 2030 Sustainable Development Goals (Annex III) as well as our obligations under the Convention on the Elimination of all forms of Discrimination against Women (CEDAW). Throughout the drafting process for this National Action Plan, we have been conscious that progress on the Women, Peace and Security (WPS) Agenda globally has simply been too slow. The 20th Anniversary of UNSCR 1325 in 2020 serves as

a timely reminder to the global community to redouble efforts for WPS to reach its transformative potential.

Building on the ambitions set out in previous plans, this NAP outlines our commitment to ensuring an overarching focus on gender equality in all that we do and say. This ranges from our work in disarmament and non-proliferation to supporting locally led community-based peacebuilding work and changing social norms to end gender-based violence. It also uniquely includes domestic commitments to support women and girls affected by the Northern Ireland conflict and the migrant population in Ireland from conflict-affected settings. Our engagement in discussions on peace, security, conflict prevention, disarmament and peacebuilding will recognise not only the rights and needs of women and girls and their important roles as leaders, but also addresses the gender norms and inequalities that underpin violence, inequality and conflict. This includes empowering women and girls to equitably and meaningfully participate in peace and security discussions, and supporting their protection and recovery from all conflict-related harms. This is in line with our overarching focus on reaching the furthest behind first.

This NAP formulates an ambitious vision, across nine strategic outcomes, for a range of diverse interventions across four pillars - Prevention, Participation, Protection and Promotion.

In striving to achieve this vision, we will work across and in partnership both with other Government departments and with civil society, internationally and domestically. Ireland is committed to increasing our efforts and momentum on WPS over the next five-year period, mid 2019 – mid 2024.

Key highlights, new initiatives and strengthened commitments of this plan include:

- » Increasing our funding for WPS;
- » Women and gendered perspectives at the centre of our multilateral diplomacy including in the context of Ireland's candidature to, and prospective membership of, the UN Security Council for the 2021-2022 term;
- » Taking a comprehensive approach to conflict prevention incorporating gender analysis and perspectives;
- » Enhanced advocacy and communication on WPS, including through lesson sharing and focus contexts;
- » Increasing the robustness of monitoring and evaluation (including through CEDAW);
- » Strengthening the domestic dimension of the NAP;
- » Challenging discriminatory gender norms and enhancing the engagement of men and boys in supporting the WPS Agenda;
- » Prioritising the inclusion of women and their perspectives in disarmament, arms control and non-proliferation discussions;
- » Recognising the many roles and identities people have and how these impact societies in conflict;
- » Amplifying the voices of young people.



*An Tánaiste Simon Coveney TD, Ambassador Geraldine Byrne Nason, Kristen Bell and Louane at a Women's Peace and Humanitarian Fund event in September 2018
Photo: Ryan Brown, UN Women*



*Indonesia - Community Peacebuilding Discussions.
Photo: UN Women/Ryan Brown*

Introduction



UN Women Humanitarian Work with Refugees in Cameroon.

Photo: UN Women/Ryan Brown

The United Nations Security Council Resolution (UNSCR) 1325, was adopted in 2000, and marked a watershed moment when the international community recognised the particular impact of conflict on women and girls. UNSCR 1325 has been reinforced by eight subsequent resolutions and is structured around thematic pillars. The Women, Peace and Security (WPS) Agenda recognises both the particularly adverse effect of conflict on women and girls, as well as their critical role in conflict prevention, peace negotiations, peacebuilding, mediation, and governance.



Women Peacekeepers in Lebanon with UNIFIL

Photo: UN Photo/Pascual Gorriz

Background and Context

Ireland has already implemented two National Action Plans on Women, Peace and Security. Ireland's first NAP was launched in 2011. Its development was built on a unique cross learning initiative and consultation involving Liberia, Timor Leste and the island of Ireland and provided the foundation for Ireland's initiatives on WPS. Since adoption, the WPS Agenda has been focused around pillars that provide an operational framework for the WPS Agenda and Ireland has used this structure to focus our plans. Ireland's second NAP was launched in 2015 and was based on the pillars of Prevention, Participation, Protection and Promotion. Each pillar defined a number of objectives along with clear actions, targets, and timeframes. Both previous plans were drafted following a public consultation process with sustained involvement from civil society.



CSW63 - Closing Session. Ireland's Permanent Representative to the United Nations Ambassador Geraldine Byrne Nason Kenya's Deputy Permanent Representative to the United Nations, Ambassador Koki Muli Grignon
Photo: UN Women/Ryan Brown

These plans worked to combat Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA), address impunity, and increase women's participation in all levels of decision-making and peacebuilding. The second NAP's built-in monitoring mechanisms, most notably its Oversight Group, and the unique dual focus on the international and domestic agendas, were highlighted as an example of best practise by both the United Nations and the European Union. Ireland has added an important perspective to the UN's efforts to include women in peace processes and negotiations by sharing the experiences of women affected by conflict on the island of Ireland. While there have been many successes across the pillars, there is global recognition that less progress has been made on conflict prevention, including ensuring gender perspectives are mainstreamed in all these efforts.

This third plan takes into account the recommendations of evaluations and reviews of the previous plans and the changing and increasingly complex nature of contemporary conflict. It reflects a strengthened focus on ensuring an integrated and holistic approach to conflict prevention, the conclusions of the UN 2015 Global Study on the implementation of the WPS Agenda³, the agreement of the UN Sustainable Development Goals, and the adoption of the EU Strategic Approach⁴ to WPS.



Expert panel during the Public Consultation in Cork on the development of the National Action Plan

Methodology

Ireland's third National Action Plan has been informed by the following:

THE FINDINGS OF THE MID-TERM AND FINAL REVIEW OF THE SECOND NATIONAL ACTION PLAN

Mid-Term and Final Reviews on Ireland's second NAP were conducted to evaluate the progress and challenges of implementation.⁵ Recommendations from these reviews including extending the third plan to five years, the adoption of a logic model, and the importance of accountability and reporting through strengthening the "whole of government" approach have been taken on board (Annex 1).

THE FORMATION OF A WORKING GROUP

A Working Group comprised of balanced representation from statutory bodies, civil society and academic experts with relevant experience of the WPS Agenda was established *for the development of the NAP*. Nominations were sought from the Oversight Group of the second NAP and members were appointed by the Tánaiste and Minister for Foreign Affairs and Trade. There was a focus on diversity and inclusion within the nomination process. The group's role was to advise and inform the development of the third NAP. It had an independent Chairperson and the Conflict Resolution Unit provided a Secretariat.⁶



Above: Opening of the 63rd Session of the Commission on the Status of Women Photo: UN Women/Ryan Brown

Right: Roundtable discussion during the Public Consultation Workshop, Iveagh House, Department of Foreign Affairs and Trade Photo: Phil Behan

AN OPEN, TRANSPARENT AND RIGOROUS PUBLIC CONSULTATION

Written submissions were invited from the public and 48 submissions were received⁷. Three consultative workshops were organised, two in Cork⁸ and one in Dublin.⁹ Overall, the number of individuals and organisations which were involved in the consultation process was twice that of the previous NAP consultations.¹⁰

A WHOLE OF GOVERNMENT APPROACH

Progress on the WPS Agenda can only be achieved through whole of Government collaboration and co-operation.¹¹

- » The Department of Defence and the Defence Forces, who have developed their own action plan on WPS, will continue to build upon their work on the integration of WPS in UN and UN-mandated overseas peace operations;
- » Units across the Political and Development Cooperation and Africa Divisions in the Department of Foreign Affairs and Trade will implement the plan regionally and internationally, in line with the new *A Better World* development policy;
- » The domestic dimension has emerged as a growing priority for this plan and will be led by the Department of Justice and Equality and An Garda Síochána in conjunction with the Health Service Executive, and for the first time inputs will be provided by the Department of Education and Skills, the Department of Community and Rural Development, and related state agencies.



Pillar Framework

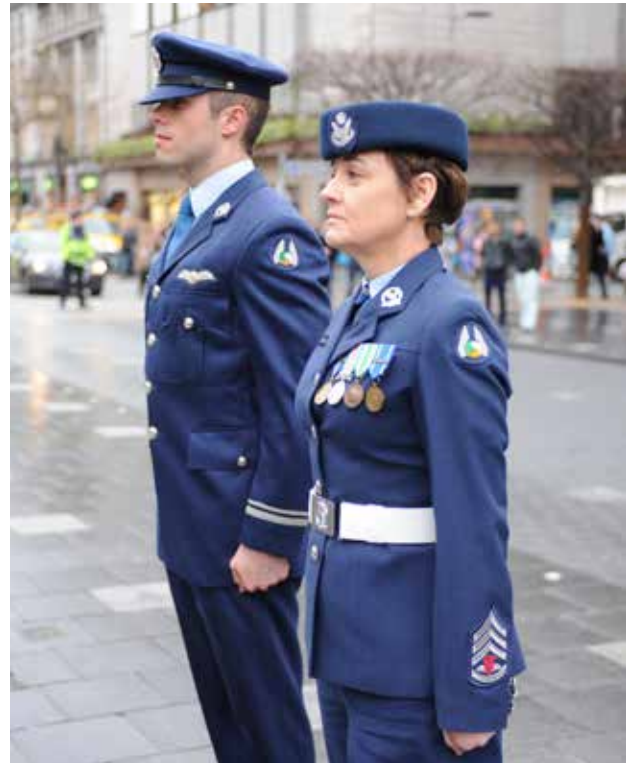
In order to make progress towards this vision, the plan has been designed and structured around four pillars, namely:

- » **P**revention
- » **P**articipation
- » **P**rotection
- » **P**romotion

All of the pillars are interlinking and mutually reinforcing. Fulfilling the ambition and potential of the WPS Agenda requires working on all pillars as they are interdependent. From the pillars flow nine strategic outcomes which identify and set out what Ireland will strive to accomplish within the five-year period. The matrix (Figure 1) identifies what we want to change (impact) and how we aim to achieve this. In Annex 1 you will find what is required to deliver these outcomes (actions) and how we measure the progress that has been made (indicators).



Senegal - Coumba Diaw - *From Where I Stand*
Photo: UN Women/Assane Gueye



State Commemorations, Air Corps' personnel
Photo: Defence Forces

WOMEN, PEACE AND SECURITY

STRATEGIC OUTCOMES

Monitoring and Evaluation:
 Through the following accountability mechanisms

1. Oversight Group
2. Monitoring Framework
3. External Evaluation



Promotion

The promotion of WPS is demonstrated through enhanced advocacy, communication, engagement and lesson sharing.



Prevention

Ireland's development and humanitarian work puts gender at the centre.

Gender analysis is integrated into Ireland's work on peace and security.

The effects and drivers of harmful masculinities are addressed.



Participation

Women's leadership and participation from conflict prevention to conflict recovery is improved.

Participation of women from conflict affected areas in decision making living on the island of Ireland is demonstrated.

Women are participants in the Government of Ireland's representation in all peace and security fora.



Protection

Protection of women and girls in fragile and conflict affected contexts is ensured.



Relief and recovery services and mechanisms are effectively strengthened and coordinated in Ireland.



Figure 1

Pillars

Pillar 1: Prevention

Ireland's foreign policy takes an integrated approach to peace and security. Our policy for international development recognises four central policy priorities including gender equality, climate action, strengthening governance and reducing humanitarian need, all of which are essential for eradicating poverty, preventing conflict and building sustainable peace. Our commitment to a comprehensive approach to conflict prevention including addressing root causes will involve:

TACKLING INEQUALITY

Inequality, including gender inequality, is a key driver of conflict. Women's empowerment, economically, socially and politically must be addressed as part of conflict prevention and peacebuilding. We will work to address gender inequality across all areas of our work. This includes tackling root causes, such as unequal power relations, gender stereotypes and practices that perpetuate discrimination against women and girls. The aim of this is to eliminate negative social norms including those that condone Gender-Based Violence (GBV) and attitudes. Ireland will seek to combat inequality and extreme poverty through all aspects of our development and humanitarian work, with a particular focus on reaching the furthest behind first.

ENGAGING MEN AND BOYS

Ireland commits to better understanding the ways in which men and women are perceived differently and how this impacts on society. Discriminatory gender norms refer to the restrictive, frequently unnoticed and often unconscious ways that social norms can be manipulated within societies to inhibit women's equality and participation and perpetuate conflict, including GBV. We understand that there are multiple forms of masculinities within every society, some of which are harmful and are a part of these discriminatory gender norms. We believe in the need to challenge the ways in which discriminatory gender norms, in particular harmful masculinities, can be embedded in peace and security discourse and to broaden discussions to ensure a more holistic human security approach. Ireland will work to address the structural and societal barriers to women's participation in measurable ways. We will

support efforts to fully engage men and boys, in addition to political, community and faith leaders at all levels, as agents of change in support of the WPS Agenda and as strategic partners in eliminating all forms of GBV and discrimination against women and girls.

Strategic Outcomes:

- 1.1 Gender equality and women's empowerment is prioritised in all of Ireland's development and humanitarian work, including in conflict affected contexts to deliver A Better World and The Global Island policies.
- 1.2 A gender analysis is integrated into Ireland's work in conflict-affected contexts and on peace and security issues, including in relation to conflict prevention, peacebuilding and security policy and disarmament.
- 1.3 The effects and drivers of harmful masculinities and discriminatory gender norms are addressed, including support for the engagement of men and boys as advocates and stakeholders in WPS.

GENDER ANALYSIS IS INTEGRATED INTO OUR WORK IN CONFLICT-AFFECTED CONTEXTS AND IN PEACE AND SECURITY FORA

The changing nature of conflict and global dynamics since the adoption of UNSCR 1325 has brought new challenges. These include climate change, prolonged mass displacement and migration, increased inequality, cyber related threats, the availability of new technologies of war and the need to prevent violent extremism. Ireland recognises the need to incorporate a gender analysis in all our policy responses to these challenges. Ireland is committed to developing a more comprehensive response to peace and security challenges as part of its foreign policy, recognising the interlinkages between regional, national and local level conflict. Our response will include strengthening local capacity for conflict prevention and peacebuilding.



Ambassador Catherine Campbell in Kunike Barina Chiefdom, Tonkolili Region, Sierra Leone. Photo: Phil Behan

Commitments to multilateralism, international law and human rights remain cornerstones of our foreign policy and is the key to addressing peace and security challenges. Ireland will continue to work within the international community to build open, representative, transparent and effective international organisations and institutions as drivers of peace with women and gendered perspectives at the centre, including in the context of Ireland's candidature to, and prospective membership of, the UN Security Council for the 2021-2022 term.

Ireland is committed to ensuring that gender analysis and women's leadership is strengthened in governance, conflict prevention, and peacebuilding processes at all levels, as well as in the development of security policy, and disarmament and arms control measures.

DISARMAMENT AS A TOOL FOR PREVENTING CONFLICT

Ireland recognises that there is a clear link between the risk of GBV and the disproportionate impact of weapons, on women and girls in conflict, particularly small arms and light weapons. Women and girls are also disproportionately impacted by the use of nuclear weapons, including as a result of ionising radiation. Ireland

will continue to promote the strengthening of disarmament and arms control measures, given our firm belief that this will contribute to the reduction of GBV and acts as a long-term tool for the prevention of conflict, and the recurrence of violence in the post-conflict phase.

Pillar 2: Participation

Participation is a guiding principle for our work on the island of Ireland, regionally and in our international engagement. This plan strives to eliminate barriers to women's meaningful participation through the following:

AN INTERSECTIONAL APPROACH

Women are not a homogenous group and face many and varied forms of discrimination including being a member of religious, cultural, ethnic, LGBTQI+ and migrant communities and as a result of experiencing a disability. This can affect their full and meaningful participation at all levels of decision-making in society. Ireland commits to increasing the active and diverse participation and leadership of women in decision-making roles in political, economic, and social life; in peace and security processes; and in humanitarian action, including in work to prevent crises and reduce humanitarian need and

long-term development. This must take into account all barriers to women's participation, including structural violence.¹²

WOMEN'S EMPOWERMENT

The norm of viewing women only as victims limits impacts and can be harmful for women. Ireland recognises women as agents of change. Barriers to women's empowerment can be overcome by having a strategic focus on political participation, supporting women's leadership, expanding women's choices and capabilities and continued access to education and training. Ireland will promote the empowerment of women and girls to take their place as leaders and full and equal participants in its work on peacebuilding and conflict prevention and resolution including mediation, dialogue and protection. Our work on disarmament, non-proliferation and arms control will also be considered from this perspective.



Salome Mbugua speaking at the Public Consultation Workshop, Iveagh House, Department of Foreign Affairs and Trade.
Photo: Phil Behan

SUPPORTING GRASSROOTS PEACEBUILDING AND MEDIATION

Ireland believes that we must do more to recognise, support and capture the work undertaken by women peacebuilders at local and grassroots levels. We must create avenues for partnership and interlinking local, national, regional and international women's peacebuilding

Strategic Outcomes:

- 2.1 Women are meaningful participants in the Government of Ireland's representation in all peace and security fora, including at senior decision-making and leadership levels.
- 2.2 Women's leadership and meaningful participation in conflict-prevention, resolution, mediation, recovery from conflict, international security, peacebuilding and the disarmament fora is significantly improved including through empowerment.
- 2.3 The empowerment and meaningful participation in decision-making of women on the island of Ireland, including those affected by conflict is demonstrably improved.

efforts, where appropriate. We recognise and commit to addressing challenges faced by women human rights defenders, local women's groups, grassroots women mediators and negotiators.

Our efforts will also focus on the participation of women in grassroots peacebuilding on the island of Ireland. This work will be motivated by the need to see women living in Ireland who have experienced conflict as both agents of change and as a key source of knowledge in understanding conflict prevention and fragile states.

FOCUS ON YOUTH AND INTERGENERATIONAL DIALOGUE

As recognised through the Youth, Peace and Security (YPS) Agenda, the full and equitable inclusion of young people is essential for building sustainable peace. Ireland's work across the participation pillar will include a focus on intergenerational dialogue, building the voice of young people and recognising the intersections between the WPS and YPS Agendas. This will incorporate the need for greater investments in the capacity, agency and leadership of young people.

Pillar 3: Protection

This Pillar encompasses the guarantee of the rights of women to the **protection** from violence and discrimination at all stages of conflict, and **relief and recovery** that includes the provision of services to assist in recovery from conflict.

PROMOTION AND PROTECTION OF HUMAN RIGHTS

Women's human rights are the foundation of the WPS Agenda. The protection of human rights and the achievement of gender equality is fundamental in order to reach those furthest behind first and for the creation and maintenance of peaceful societies. We will actively engage in the strengthening of international standards to address gender inequality and protect human rights. In particular Ireland will continue to play a leading role in supporting the protection of human rights defenders and civil society space, while recognising the particular vulnerabilities faced by women human rights defenders.¹³

Accountability is key to protection, including prevention from conflict-related sexual violence. We will continue to advocate for and invest in greater accountability for human

rights violations and abuses which occur in conflict settings including supporting the work of the International Criminal Court.

PREVENTION AND PROTECTION FROM GENDER-BASED VIOLENCE

In conflict, women and girls experience a wide range of forms of GBV, including violence as a weapon of war. Women and girls also experience other forms of violence

Strategic Outcomes:

- 3.1 Women's and girls' protection in fragile and conflict-affected contexts and the prevention and combatting of all human rights violations against women, including Sexual Exploitation and Abuse and Gender-Based Violence is ensured.
- 3.2 Institutional mechanisms and services are effectively coordinated and strengthened to ensure the protection, relief, recovery and rehabilitation of women in Ireland affected by conflict.



Public Consultation Workshop, Iveagh House, Department of Foreign Affairs and Trade. Photo: Phil Behan

such as intimate partner violence, female genital mutilation, human trafficking and early and forced marriage.

Ireland's approach to the prevention and protection of women and girls from GBV and SEA recognises the fundamental role of underlying gender inequalities which both fuel and are exacerbated by GBV. It is also important to recognise the role that negative or harmful gender norms and gender inequality play in driving other forms of violence and conflict, including GBV, and the impact of these forms of violence on GBV.

Ireland will intensify our investment in GBV prevention and response which supports transformative change at the individual and community level to end GBV and ensure a comprehensive survivor centred response. Ireland is committed to increasing our investments in gender equality in conflict-affected and fragile states, recognising the interlinkages between gender inequalities, violent conflict and GBV.

Ireland will continue to support capacity building of peacekeepers, partners and civil society in conflict and post-conflict affected countries and contexts and advocate for the eradication of all forms of GBV across all fora of engagement.

PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE

Ireland will also be continuing to work to ensure prevention of, and accountability for, SEA which is perpetrated by peacekeeping, humanitarian and development actors. As a member of the UN Secretary General's Circle of Leadership on Preventing Sexual Exploitation and Abuse and as a signatory to the Voluntary Compact on ending Sexual Exploitation and Abuse, Ireland has actioned the UN's zero tolerance policy with respect to SEA and will continue to both highlight and work towards the elimination of such abuses.

ENSURING GENDER-RESPONSIVE PEACEKEEPING AND PEACEBUILDING

As a UN Member State with over sixty years of continuous peacekeeping experience, Ireland knows well the importance of integrating gender perspectives and

empowering women in peacekeeping. Our Department of Defence and Defence Forces' WPS Action Plan, include comprehensive training of peacekeepers on the gendered-impacts of conflict, increasing the participation of women in peacekeeping missions, ensuring trained Gender Advisors are deployed to peacekeeping missions and engagement with the UN Peacekeeping architecture to strengthen its gender responsiveness.

HUMAN TRAFFICKING

Human trafficking is best tackled through a unified approach and our legislative and policy framework places an emphasis on the human rights-based and victim-centred approach. Ireland will continue working with our domestic and international partners to protect victims of human trafficking, prosecute the traffickers, and promote partnerships to prevent and combat human trafficking. This will include continued funding, through our development programme, to reduce vulnerability to human trafficking in countries of origin and promote the protection of human rights.

RELIEF AND RECOVERY

Relief and recovery for women who have experienced conflict-related harms includes a commitment to provide or facilitate access to medical, legal, psychosocial and livelihood services, without discrimination. Through our development and humanitarian cooperation, Ireland will continue to support the provision of life-saving response services including psychosocial support and survivor-centred case management services. This includes Ireland's commitment to improving referral pathways and services for GBV survivors as well as expanding access to comprehensive sexual and reproductive health services and rights to women and girls in emergencies. Ireland is particularly committed to increasing its investment for education in emergencies, with a particular focus on girls

We recognise that women who have come from conflict contexts are now living in Ireland and require a diversity of services in order to aid the recovery process. Ireland will take into account the specific needs of victims of SEA, of trauma and torture, including female genital mutilation as recognised and recommended by the United Nations High Commissioner for Refugees¹⁴ (UNHCR). This includes

access to medical services, trauma counselling and access to integration programmes. Ireland commits to preventing any possible re-traumatisation of women from conflict context. We recognise that delivery of these services requires a whole of Government approach and we are committed to increasing our coordination and coherence in supporting the relief, recovery and rehabilitation of women affected by conflict on the island of Ireland.

Pillar 4: Promotion

As a small island state, we recognise that our voice is one of our greatest assets and brings with it responsibilities at home and abroad. The promotion of the WPS Agenda will include:

ADVOCACY

In line with commitments in the *Global Island* where we plan to double our global footprint (diplomatic influence), we will strengthen our efforts to advocate for the achievement of the WPS Agenda in our region and internationally.

This involves not only raising our own voice in support of the WPS Agenda but also working to raise the voice of women peacebuilders across Ireland and around the world. Through partnerships at the European Union, United Nations and African Union, as well as our partnership with the international financial institutions we will drive collective action to achieve the commitments under the WPS Agenda.



Regional Acceleration Resolution 1325 Workshop, June 2018, participants with Secretary General Niall Burgess (centre)

LESSON SHARING

Cooperation and partnership brought peace and prosperity to our island and shapes how we engage with the world today. In light of this we are committed to continuing both sharing our own lessons and experience and learning from others within the WPS Agenda in an effort to prevent conflict and or contribute to sustaining peace around the world.

Strategic Outcomes:

- 4.1 Ireland's commitments and actions on the Women, Peace and Security Agenda, including lesson sharing, is enhanced and demonstrated by advocacy, communication and engagement at local, national, regional and international levels.

COMMUNICATIONS

At home, promotion will involve a greater effort to raise awareness of the WPS Agenda both across government and in reaching out to women affected as a result of conflict and informing them of the services available. Support will be provided for specific outreach and communications for WPS activities under this plan.

HIGHLIGHTING FOCUS CONTEXTS TO DEMONSTRATE OUR WORK

Across its defence, diplomatic, humanitarian and development work numerous examples exist of Ireland's implementation and promotion of the WPS Agenda. Through the lifetime of the third NAP, Ireland is committed to strengthening our WPS work across our Mission network and to demonstrating our impact using specific examples. This next section sets out some of those examples led by our embassies, secretariats and representative offices. These examples were selected because of their existing WPS focus.

Regions

EUROPE

Ireland's Permanent Representation to the European Union, Brussels

As an EU Member State, Ireland works to ensure that the WPS Agenda is integrated in the EU's global engagement. The promotion of WPS and gender equality is a priority across our engagement in the European Union and its Institutions. Ireland is an active member of the EU Informal Taskforce on WPS and works in partnership with other Member States to ensure coherent implementation of the EU Strategic Approach. The EU Strategic Approach places the WPS Agenda at the centre of the full spectrum of the EU Common Foreign and Security Policy, as an essential tool in ensuring that the rights, agency and protection of women and girls are observed and upheld at all times, and to confirm that a meaningful and equitable role in decision-making is secured for women of all ages. We advocate for the inclusion of WPS and gender equality perspectives across our interventions within the EU policy making, budget allocations, programming, and reporting in relation to conflict prevention and peacebuilding, Common Security and Defence Policy (CSDP), and also the Multiannual Financial Framework.

Northern Ireland

It is widely acknowledged that the involvement of women in the Northern Ireland Peace Process has been an essential element in reaching the Good Friday Agreement and in subsequent stages of the Peace Process. Women from all communities and backgrounds at every level of society in Northern Ireland were and continue to be agents for change and peacebuilders in their everyday lives. The Irish Secretariat in Belfast will be essential in contributing to Ireland's outreach and promotion of the WPS Agenda. The Secretariat will hold gender equality as a priority in their wider engagement and will organise regular WPS specific events. The meaningful inclusion and participation of women from all communities and backgrounds and the importance of cross-generational experience sharing will be an essential principle in all of this outreach. The Reconciliation Fund will continue to act as an important tool in the funding of civil society groups whose work supports the promotion of gender equality and the WPS Agenda.

MIDDLE EAST AND NORTH AFRICA

Israel/Palestine

Ireland's engagement on the Middle East conflict (or Middle East Peace Process, MEPP) is driven by the high importance attributed politically to the issue, both by the Irish people and the international community. Gender is a priority for many of the organisations supported by Ireland in the region and this WPS focus will be enhanced and better captured throughout the lifespan of this NAP. Current humanitarian, peacebuilding and developmental actions include:

- » direct support to those most in need through UNRWA to Palestine refugees and to the Palestinian Authority;
- » support to civil society in Israel and Palestine to combat the injustices resulting from the occupation;
- » support partner organisations in the promotion of women's participation in peacebuilding, politics, and protection against GBV. Ireland supported Palestine's second NAP through funding provided to the Palestinian Initiative for the Promotion of Global Dialogue and Democracy (MIFTAH);
- » Israel does not to date have a NAP. Ireland has worked actively with a number of Israeli NGOs and the recently formed Knesset caucus on the WPS agenda.

WEST AFRICA

Liberia

Liberia made progress in consolidating democracy, peace and stability since the end of the second civil war in 2003 and 2018 marked the final drawdown of the United Nations Mission in Liberia (UNMIL). However, there are aspects of the political structures that remain fragile and many root causes of conflict must be addressed. Challenges affecting poor women and girls are interlinked and complex. GBV is widespread and Ireland has a unique contribution to make in the links between services and response to GBV and primary health services. This is because of our health focus and our specific support to

One Stop Centres¹⁵ in Monrovia. Our engagement in access to information for women and access to justice through our work on rule of law will create opportunities to improve services and responses for survivors. Ireland will also continue to work with international and national partners to research and pilot community-based approaches to prevent GBV and include men and boys as key agents of change. Ireland will also work to increase the role of women and girls as decision-makers at all levels. Following the 2011 cross-learning initiative, Ireland will collaborate with civil society and the Ministry of Gender, Children and Social Protection to promote the continued development of Liberia's second NAP.

Sierra Leone

Ireland's overarching goal is for women and girls to contribute to and benefit from a more resilient and equitable society. This acknowledges the intersecting nature of the WPS Agenda, particularly the importance of empowerment, and the gendered impacts of the links between food insecurity and conflict. Priorities include:

- » improved nutritional status for children under five and pregnant and lactating mothers;
- » education and empowerment of adolescent girls, particularly those coming from lowest income backgrounds, to make informed decisions;
- » empowerment of women to engage with inclusive, accountable and responsive democratic institutions and processes.

Both the acceptance and prevalence of violence against women and girls, including female genital mutilation, is high. Adolescent girls are exposed to risks of violence, forced sexual relations, early marriage and early motherhood. The prevalence of teenage pregnancy poses severe health risks for girls, excludes them from education, and traps families in intergenerational poverty. Ireland champions the rights of teenage girls through advocacy and policy engagement. In line with the priority of the Sierra Leone government to make free, quality education available for all children, Ireland will continue to support girls in their efforts to realise their potential and meaningfully participate in all levels of decision-making.

SUB-SAHARAN AFRICA

South Africa, Zimbabwe and Regionally

South Africa's constitution is one of the most progressive in the world, enshrining a broad range of human rights. Yet challenges in implementation remain, particularly regarding gender inequality. GBV and the greater likelihood of women contracting HIV reflect women's social and economic vulnerability. Given the extent and debilitating effects of GBV, Ireland engages a number of strategic partners and programmes in South Africa, Zimbabwe and regionally. This will influence state and non-state actors to provide better coordinated, more comprehensive and accessible GBV services ensuring support for survivors and strengthening opposition to GBV. The promotion of increased incorporation of conflict sensitive and longer-term development approaches to achieve health outcomes in protracted crisis is a central priority. Across all of the countries of accreditation, Ireland engages with EU Steering Committees on Gender and supports the promotion of NAPs, particularly through the South African Development Community (SADC). South Africa does not have a NAP but its development is ongoing since 2015 and Ireland will support efforts to advance this process.

INTERNATIONAL AND REGIONAL ORGANISATIONS

United Nations

The promotion of WPS is a priority across our multilateral engagement, particularly through our Permanent Missions to the United Nations in New York and Geneva, and in the context of Ireland's candidature to, and prospective membership of, the UN Security Council for the 2021-2022 term. High Level Week at the UN General Assembly and the annual WPS Security Council debate are key opportunities for promotion of the WPS Agenda, although gender equality is mainstreamed across all our multilateral work. Ireland is a member of the WPS Focal Points Network and a number of networks, which also tie into WPS themes, including networks supporting mediation, the prevention of SEA and peace processes. Ireland works in partnership with fellow Member States, civil society organisations and UN entities based in New York and

Geneva and UN Women to promote this agenda and to ensure that grassroots women peacebuilders of all ages are included in these fora.

African Union and IGAD

Ireland's engagement with the African Union and the Intergovernmental Authority on Development is led by our Embassy in Addis Ababa. The WPS Agenda has strong roots in Africa and several African Member States played an important role in advancing the adoption of relevant resolutions at the UN, indeed Namibia was president of the UN Security Council when it adopted UNSCR 1325, while South Africa co-sponsored the follow-up resolution UNSCR 1820. The African Union's Agenda 2063, recognises the critical and dynamic connections between gender, development, and peace and security and includes a strong focus on the rights of women and girls, and the importance of achieving gender equality. Ireland's representation to the African Union is committed to supporting the AU's peace and security architecture with a particular focus on mediation and supporting the Office of the Special Envoy for Women, Peace and Security. This will include increasing support for women's networks; lesson sharing from women mediators in Northern Ireland and support to African Member States and Regional Economic Communities in the effective implementation of NAP commitments. Ireland will also continue to support efforts to bring peace and development to South Sudan by working with IGAD. This will include, as a priority, efforts to strengthen women's meaningful participation in ongoing peace and security dialogues.

Monitoring and Evaluation

This NAP will be monitored and evaluated through the following mechanisms.

OVERSIGHT GROUP

An Oversight Group will be appointed by the Minister for Foreign Affairs and Trade to oversee the regular and systematic review of progress on achieving the outcomes, actions, targets and impact across all pillars. The Oversight Group will be independently chaired and its membership will consist of 50% representation from the relevant government departments and state agencies and 50% representation from civil society, academia and independents. All members will have relevant experience and expertise. Government representatives will regularly report to the Oversight Group on their progress on achieving the outcomes in Annex I of the NAP and civil society members will update the Oversight Group of their relevant work. Progress will be outlined in an annual report which will be presented to the appropriate Oireachtas Committee.

MID-TERM REVIEW AND FINAL EVALUATION

A Mid-Term Review of the third NAP will be conducted in 2021 by independent consultants. The results of the Mid-Term Review will be used to update the NAP for the final two years of its implementation. A Final Evaluation, which will analyse the progress achieved throughout the first, second and third NAPs will be conducted at the end of the term of the third NAP.

ALIGNMENT WITH THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

The NAP will be integrated into state party periodic reporting obligations under CEDAW and the Universal Periodic Review through coordination of the Oversight Group. Civil society members of the group will be encouraged to shadow report on Ireland's CEDAW obligations under Recommendation 30.



Nora Owen, Chair of NAP 2 Oversight Group, speaks at a Public Consultation Workshop on the Third National Action Plan on Women Peace and Security in Iveagh House Photo: Phil Behan

MONITORING FRAMEWORK

The Monitoring Framework (see Annex 1) will be the guiding vehicle through which progress will be measured throughout the duration of this plan. As with all effective monitoring models, indicators need to be specific, measurable and focus on information that is meaningful and relevant to the issue at hand. Furthermore, it is important that baselines are established in order to track progress. Indicators are both quantitative (numerical) and qualitative (categorical) and measure progress against both outputs (activities) and outcomes (the impact of those activities) and how this will be achieved. All actions and indicators are mindful of and integrate those from relevant National Policies such as the National Strategy for Women and Girls, the Migrant Integration Strategy, the Intercultural Health Strategy and gender budgeting with the Departments of Finance and of Public Expenditure and Reform.¹⁶

RISKS AND ASSUMPTIONS

In order to achieve the strategic outcomes of this plan, a number of critical success factors need to be in place. Risks correspond to a potential future event, fully or partially beyond Ireland's control that may (negatively) affect the achievement of results for this plan.

Such factors are:

- » Stakeholders and government actors finding consistent relevance of the NAP within their work and the institutional memory of the NAP process is referenced/utilised;
- » Staffing capacity and capability to oversee and implement the NAP and staffing consistency regarding the Oversight Group Secretariat;
- » The willingness of appropriate stakeholders in the WPS arena to participate;
- » Continued knowledge of the issues that WPS addresses beyond only implementing bodies;
- » A sustained collective engagement from Member States and UN agencies on WPS is maintained throughout the next five years.

These assumptions have been considered in the creation of the actions and indicators in the NAP in order to mitigate risk of inability to achieve the objectives of the plan. They will continue to be revised and taken into consideration throughout the duration of the NAP, particularly during the annual reporting and Mid-Term Review and Final Evaluation.



“Take the Hot Seat” Intergenerational Dialogue

Photo: UN Women/Ryan Brown

- » Consistent political and executive support throughout the period of implementation;
- » Ireland is a small country with corresponding resources and implementation of the NAP will require a sustained and increasing budget throughout the lifespan of the plan;
- » Programmes being sufficiently aligned to the eligibility criteria of the Government of Ireland's Funding mechanisms;
- » Establishment of baselines and tracking of funding may be subject to any limitations imposed by the level of functionality of the system;

Annexes

Annex I: Monitoring Framework of National Action Plan on UNSCR 1325 Women, Peace and Security 2019 – 2024 Ireland

PILLAR I: PREVENTION

STRATEGIC OUTCOME 1.1: Gender equality and women's empowerment is prioritised in all of Ireland's development and humanitarian work, including in conflict-affected contexts to deliver A Better World and The Global Island policies.

Output	Specific activities	Performance indicators / Milestone	Implementation year					Department lead
			2019	2020	2021	2022	2023	
ACTOR: DEPARTMENT OF FOREIGN AFFAIRS AND TRADE								
1.1.1 DFAT approach to conflict is gender sensitive and inclusive of gender perspectives.	Implement gender analysis in all engagements relating to conflict-affected contexts including reporting on sex and gender disaggregated data and reporting where possible.	#N of reports with sex and gender disaggregated data. Overall level of policy implementation 2019-2023 (low, medium, high).			✓	✓	✓	DCAD; Political Division
	Incorporate WPS as a key theme of engagement in situations of conflict and fragility, including across development and humanitarian programmes and in bilateral country strategies including focus missions.	#N of Mission and Regional Strategies that reference WPS related policy priorities. #N of WPS principal and WPS significant projects and programmes supported globally and at country level.			✓	✓	✓	DCAD; Political Division
	Annual reports from focus contexts on WPS related work, including local consultations, advocacy and/or funding. All reports published to include funding and actions across Ireland's programmes and missions, including sex and age disaggregated data, where possible.	Level compliance (low, medium, high).			✓	✓	✓	DCAD Policy; Political; IUKA
1.1.2 Increase and streamline funding and reporting on WPS across Ireland's development and humanitarian work and gender equality in conflict-affected settings.	Establish baselines and principle/significant funding ¹⁷ on WPS across Ireland's development and humanitarian work. Scoping exercise identifying all of Ireland's WPS interventions and gender-sensitive funding allocations.	€ and % baseline established and % proportional increase.		✓	✓	✓	✓	DCAD; Political Division

1. In line with the OECD Development Assistance Committee (DAC) gender equality policy marker, Principal means that gender equality in conflict/women peace and security is the main objective of the project/programme and is fundamental to its design and expected results. The project/programme would not have been undertaken without this objective. Significant means that gender equality/women, peace and security is an important and deliberate objective, but not the principal reason for undertaking the project/programme.

2. Throughout the document € signifies funding amount, # signifies number of activities/programmes, % signifies percentage of activities/programmes.

<p>1.1.3 Deepen our understanding of the gendered impacts of poverty, inequality, climate change and conflict, including as an essential element of reaching the furthest behind first, including women and girls.</p>	<p>The Gender Equality Strategy is developed and ensures gender equality is integrated across all aspects of Ireland's development and humanitarian work including other policy priorities, climate action, reducing humanitarian need and strengthening governance.</p> <p>Strengthened poverty and vulnerability analysis, including baseline and specific measures to target the furthest behind first.</p> <p>Increased support to work on gender equality and climate action.</p>	<p>Level of implementation of gender equality commitments in A Better World (low, medium, high).</p> <p>Baseline and targets established.</p> <p>Evidence of activities addressing the different WPS-related impacts of climate change and environmental degradation.</p>		✓	✓	✓	✓		DCAD; Political Division
<p>1.1.4 Prioritise education for girls and scale up our funding to education, especially for girls in conflict-affected settings.</p>	<p>Allocation of Ireland's Official Development Assistance (ODA) to education in emergencies and protracted crises.</p>	<p>% of Ireland's ODA allocated to education in emergencies and protracted crises.</p> <p>Target of €250 million 2019-2023 inclusive.</p>	✓	✓	✓	✓	✓		DCAD

STRATEGIC OUTCOME 1.2: A gender analysis is integrated into Ireland's work including in relation to conflict-affected contexts and on peace and security issues, including relation to conflict prevention, peacebuilding and security policy and disarmament.

ACTOR: DEPARTMENT OF FOREIGN AFFAIRS AND TRADE									
<p>1.2.1 Ensure a whole of department approach to conflict that is gender sensitive.</p>	<p>Strengthen capacity and training around gender equality, GBV and gender-sensitive conflict analysis.</p>	<p>#N of trainings and capacity building that include gender equality, gender sensitive conflict analysis and GBV response training for DFAT staff and partners, including pre-posting training.</p> <p>% and #N trainees report increased knowledge of gender equality, GBV and gender-sensitive conflict analysis.</p>	✓	✓	✓	✓	✓		DCAD; Political Division (CRU); (Training Division)
<p>1.2.2 Advocacy and support for whole of department gender analysis on peace and security issues, including in relation to conflict prevention, peacebuilding and security policy and disarmament.</p>	<p>Advocate for the systematic integration of gender analysis and perspectives into the EU's Early Warning System for Conflict and into other current and future concepts of and approaches to early warning and conflict analysis and related indicators, which have context-specific, inclusive and participatory processes.</p>	<p>#N and % of early warning/ disaster and violence risk reduction reports that integrate a gender perspective.</p>		✓	✓	✓	✓		DCAD; Political Division (CRU)

	Provide support for programmes focused on the inclusion of gender perspectives and women's effective participation in the prevention of violent extremism (PVE) and radicalisation, with particular focus on the role of women as agents of change in society.	#N of programmes supported and #N of women and girls reached in these programmes.		✓	✓	✓	✓	Political Division (ISP)
	Provide support to programmes that analyse the direct effect on women and girls of violent extremism and radicalisation.	Increase in reported awareness of PVE perspectives (low, medium, high).						
	Support the bridging of the gender gap in cybersecurity employment.	Increased level of gender equality and perspectives in the field of cybersecurity (low, medium, high).		✓	✓	✓	✓	Political Division (ISP)
1.2.3 Increase investment in research and programming on gender and security impacts of climate change.	Research commissioned on gender and security impacts of climate change in Pacific Small Island Developing States (SIDS) and findings are used by Pacific SIDS in their Security Council engagement, and advocacy to the UN Special Rapporteur on climate and security.	Level of uptake of commissioned findings (low, medium, high). % increase in funding. Level of impact of research on policy (low, medium, high).	✓	✓	✓	✓	✓	DCAD; Political Division
	Strengthen support for gender equality and women's involvement in climate action.	Achievement of key indicators in Gender Action Plan for UNFCCC.	✓	✓	✓	✓	✓	DCAD
1.2.4 Increase investment in and support for women's economic empowerment and security of land tenure.	Support women's economic empowerment with a particular focus on food systems and land tenure including in conflict-affected and fragile contexts.	#N of global agriculture and nutrition implementing partners with Gender Action Plans.	✓	✓	✓	✓	✓	DCAD

STRATEGIC OUTCOME 1.3: The effects and drivers of harmful masculinities and discriminatory gender norms are addressed, including support for the engagement of men and boys as advocates and stakeholders in WPS

ACTOR: DEPARTMENT OF FOREIGN AFFAIRS AND TRADE								
1.3.1 Further our work in understanding the impact of harmful social norms, including masculinities and discriminatory gender norms on gender equality.	Further our work in understanding and challenging how harmful masculinities influence policies of disarmament and arms control, including conventional arms control, nuclear deterrence and other justifications for the possession of nuclear weapons.	#N of side events relating to or including masculinities. Level of research commissioned (low,medium, high).		✓	✓	✓	✓	Political Division (DNP)

	<p>Commission research on the effects and drivers of harmful social norms, including masculinities and discriminatory gender norms and support for the engagement of men and boys as advocates and stakeholders in WPS.</p> <p>Invest in capacity building and analysis on the effects and drivers of harmful masculinities and discriminatory gender norms in broader programming.</p>	<p>Level of uptake of commissioned findings (low, medium, high).</p> <p>Level of impact of research on policy (low, medium, high).</p>		✓	✓	✓	✓	DCAD; Political Division
1.3.2 Prioritise whole of society engagement and transformative GBV prevention approaches recognising the role of women and girls, men and boys as well as national, community and local leaders.	<p>Increase support to programmes and initiatives aimed at preventing and responding to gender based violence, through whole of society engagement and transformative approaches.</p>	<p>#N of partners engaged in transformative GBV prevention programming and number of people (women and men) supported through the programming.</p> <p>Increased reported capacity, including research and training, to better integrate analysis of the effects and drivers of harmful masculinities and discriminatory gender norms across our programmes.</p>		✓	✓	✓	✓	DCAD
	<p>Continue to support through the Reconciliation Fund, projects that support women who have been affected by the conflict on the island of Ireland. Seek to support programmes that work with both women and men on gender equality and awareness raising on issues relating to GBV.</p>	<p>#N of projects funded through the Reconciliation Fund.</p>		✓	✓	✓	✓	IUKA
ACTOR: DEFENCE FORCES AND DEPARTMENT OF DEFENCE								
1.3.2 Consideration of the effects of masculinities by the Defence Forces.	<p>Over the lifetime of NAP 3, the Defence Forces will consider the effects and drivers of violent masculinity and efforts to support the engagement of men both as advocates and beneficiaries of the WPS Agenda.</p>	<p>Issues to be reflected in the future Defence Forces Action Plan.</p>			✓	✓	✓	DF
ACTOR: DEPARTMENT OF JUSTICE AND EQUALITY								
1.3.3 Gender equality is included in cultural orientation to Irish Refugee Protection Programme (IRPP) beneficiaries.	<p>Provision of a Cultural Orientation to IRPP beneficiaries whereby societal norms of Ireland with regards gender equality is communicated.</p>	<p>Men are aware of cultural norms in Ireland.</p>		✓	✓	✓	✓	IRPP

PILLAR II: PARTICIPATION

STRATEGIC OUTCOME 2.1: Women are meaningful participants in the Government of Ireland's representation in all peace and security fora, including at senior decision-making and leadership levels

Output	Specific activities	Performance indicators / Milestone	Implementation year					Government lead
			2019	2020	2021	2022	2023	
ACTOR: DEPARTMENT OF FOREIGN AFFAIRS AND TRADE								
2.1.1 Increase the recruitment, retention, advancement and participation of women within DFAT.	<p>Implement the Equality and Diversity Action Plan.</p> <p>Report on % of women interviewed, recruited, retained and represented at all levels of DFAT.</p> <p>Increase in the level of affirmative measures for addressing the structural barriers to women's representation and participation.</p> <p>Provide internal capacity building to promote women in leadership roles within DFAT.</p>	<p>The level of gender balance in the representation and participation of women at all levels of DFAT reported through #N and %.</p>		✓	✓	✓	✓	Whole of Department
2.1.2 Increase the participation on women in disarmament discussions.	<p>Maintain a leadership role in the Disarmament International Gender Champions (IGC) network.</p> <p>Continue to promote a gender perspective in national statements to UN Disarmament fora.</p> <p>Implement the Disarmament IGC Panel Parity Pledge. No longer support or participate in panel discussions or side events with single-sex panels.</p>	<p>#N Leadership meetings attended by women in DFAT.</p> <p>High reported quality level of contribution to international fora.</p> <p>% panels chaired by women.</p> <p>Level of reported implementation of a gender perspective in national statements (low, medium, high).</p>	✓	✓	✓	✓	✓	Political Division (DNP)
	Maintain our support for and continue to encourage delegations to promote women's meaningful and equitable participation in all disarmament discussions.	% of women represented in disarmament discussions at all levels.	✓	✓	✓	✓	✓	Political Division (DNP)
	Systematically advocate for gender responsive language and action in resolutions, working groups, training programs and more throughout the Arms Trade Treaty process.	#N and quality of gender perspective and actions incorporated in resolutions, working groups, training programs and more throughout the Arms Trade Treaty process (low, medium, high).	✓	✓	✓	✓	✓	Political Division (DNP)

ACTOR: DEFENCE FORCES AND DEPARTMENT OF DEFENCE								
2.1.3 Women's meaningful and equitable participation at senior decision-making and leadership levels in Irish Defence is progressed through systematic and institutionalised mechanisms.	Draft and launch the Defence Forces Third National Action plan on Women, Peace and Security.	Action Plan is written, launched, updated and reported on.		✓	✓	✓	✓	DF
	Continue to undertake measures to improve the recruitment, retention and advancement of women within the Defence Forces.	Measures undertaken and implemented on recruitment and retention supporting an increase in the number of women at senior level management in the Defence Forces. #N and % increase of women at middle and senior level management in Defence Forces.		✓	✓	✓	✓	DF
	Examine data gathering measures with a view to capturing the effectiveness of Defence Forces' training and organisational measures regarding the WPS Agenda.	Data collected.			✓	✓	✓	DF

STRATEGIC OUTCOME 2.2: Women's leadership and meaningful participation in conflict-prevention, resolution, mediation, recovery from conflict, international security, peacebuilding and the disarmament fora is significantly improved including through empowerment

ACTOR: DEPARTMENT OF FOREIGN AFFAIRS AND TRADE								
2.2.1 Increase and strengthen women's voices in decision making at all levels and their meaningful participation in peacebuilding.	Increase funding to progress programmes dedicated to increasing and strengthening women's voices in decision making at all levels	€ increased funding.		✓	✓	✓	✓	DCAD; Political Division
	Continue an equitable and representative participatory approach (in Ireland and focus countries) to the development and implementation of NAPs.	#N of equitable and representative participatory consultations. #N of female briefers in UN fora supported by Ireland. % mediators and participants demonstrating awareness of gender perspectives.		✓	✓	✓	✓	DCAD; Political Division
	Encourage partners to work with and build capacity of local actors to provide women-led responses to emergencies.	Reported compliance and improvement of building capacity of local actors to provide women-led response to emergencies.		✓	✓	✓	✓	DCAD
2.2.2 Strengthen advocacy and implementation of WPS principles, including Gender Equality and Women's Empowerment and women mediators	Support international, regional, and where appropriate national, mediation organisations to increase the focus on the principles of WPS, particularly the inclusion of women as mediators.	#N and % of women mediators engaged in all stages of mediation facilitated and supported by our partners and in Track 1 mediation.		✓	✓	✓	✓	Political Division (CRU)

	Support and advocate for the mainstreaming of gender in the operational plans of CSDP Civilian Missions, both as part of Mission Mandates and day-to-day operation of Missions. Reflected in gender quotas in recruitment and deployment of Irish civilian experts to EU CSDP Missions.	Gender balance of 40% minimum female/male representation in DFAT deployments.	✓	✓	✓	✓	✓	Political Division (ISP)
	Increase our funding and support for women's organisations and movements. Baseline established of women's organisations and movements, including women Human Rights Defenders in conflict-affected and fragile contexts.	Increase in % funding. Level of € support to women's organisations and movements, including women human rights defenders in conflict-affected and fragile contexts (low, medium, high). #N of Women Human Rights Defenders who visited Ireland per year from conflict-affected and fragile contexts.		✓	✓	✓	✓	DCAD; Political Division
	Champion Action 21 of the United Nations Disarmament Agenda to build a greater understanding on the impact of arms on conflict management by contribution to the evidence base and analysis supported to understand the disproportionate impact of use of weapons on women and girls.	Level of awareness of impact reported (low, medium, high). #N of contributions to the evidence base (low, medium, high).		✓	✓	✓	✓	Political Division (DNP;CRU)
	Support and advocate for CSDP Mission Gender Action Plans and establishment of Gender Focal Points Networks.	High quality and meaningful provision of gender action plans and gender focal points in Missions.		✓	✓	✓	✓	Political Division (ISP)
2.2.3 Improve synergies between the WPS and Youth, Peace and Security (YPS) Agendas.	Support organisations building the voice of young people, recognising the intersections between the WPS and YPS Agendas including a focus on intergenerational dialogue.	#N of quality YPS/WPS related events which engage young women and girls. Increased € and support for programmes that empower adolescent girls. Level of reported inclusion of young women who meaningfully take part in decision-making, conflict prevention and peacebuilding at all levels (low, medium, high).		✓	✓	✓	✓	DCAD; Political Division (CRU)

STRATEGIC OUTCOME 2.3: The empowerment and meaningful participation in decision-making of women on the island of Ireland, including those affected by conflict is demonstrably improved**ACTOR: DEPARTMENT OF FOREIGN AFFAIRS AND TRADE**

2.3.1 Improved technical and financial support to civil society programmes addressing the drivers of conflict with a gender sensitive approach.	Provide technical and financial support through the Reconciliation Fund to civil society led initiatives at strategic level that strengthen women's role in peacebuilding, repair those issues leading to conflict, build a strong civil society, and encourage political participation on the island of Ireland.	Integration of WPS related tags into grant management system. #N of meetings with civil society in Northern Ireland.			✓	✓	✓	IUKA
	Establishment of baselines for WPS funding and annual increase in funding allocated to WPS initiatives and programmes from the Reconciliation Fund.	€ annual increase dedicated to civil society programmes related to gender.		✓	✓	✓	✓	IUKA

ACTOR: DEPARTMENT OF JUSTICE AND EQUALITY

2.3.2 Improve the participation of migrant women living in Ireland, including those from conflict-affected areas.	Support the wellbeing of women in Direct Provision Centres and in the community.	Establishment of peer groups is supported in Direct Provision centres and across communities.		✓	✓	✓	✓	RIA
	Develop an English language acquisition programme for migrant women in Ireland.	#N of women who receive the English language classes.		✓	✓	✓	✓	OPMI
	Monitor and evaluate the capacity building of female clients within the IRPP.	Baselines established and monitored to track increase.		✓	✓	✓	✓	IRPP/OPMI
	Support opportunities for women to explore creative outlets and utilise their cottage industry skills.	Provision of support through relevant funding streams.		✓	✓	✓	✓	
	Liaise with appropriate government agencies with regards the provision of childcare in accommodation centres and communities for IRPP clients.	Women's capacity to participate actively and engage in opportunities in wider community and society is strengthened.	✓	✓	✓	✓	✓	RIA

ACTOR: DEPARTMENT OF RURAL AND COMMUNITY DEVELOPMENT

	Strengthen consultation, inclusion and participation in local, regional and national decision-making structures for women, including women from conflict and post-conflict affected areas.	Values and principles, and guidelines, protocols and benchmarks developed for good practice consultation, engagement and participation in decision-making processes. Guidelines and protocols developed for securing diverse representation and equality (including gendered balanced representation). Participatory structures and processes developed by Government departments and State agencies.		✓	✓	✓	✓	Community Policy Unit, DRCD
	Support female asylum seekers and refugees under the SICAP 2018-2022 programme.	Number of female asylum seekers and refugees receiving SICAP interventions	✓	✓	✓	✓	✓	Social Inclusion and Communities Unit, DRCD

PILLAR III: PROTECTION

STRATEGIC OUTCOME 3.1: Women's and girls' protection in fragile and conflict-affected contexts and the prevention and combatting of all human rights violations against women, including SEA and sexual and SGBV is ensured.

Output	Specific activities	Performance indicators / Milestone	Implementation year					Government lead
			2019	2020	2021	2022	2023	
ACTOR: DEPARTMENT OF FOREIGN AFFAIRS AND TRADE								
3.1.1 Ensure that the protection of women and girls in emergencies is prioritised in our international development commitments.	Increase multi-year support to programmes and initiatives aimed at ensuring gender equality and protection for women and girls in emergency settings and responding and preventing gender based violence.	Baseline established. % and € increase with a target of at least 50% increase to humanitarian gender and protection funding.	✓	✓	✓	✓	✓	DCAD
	Increase multi-year support for programmes and initiatives which prevent and respond to GBV, including maintaining our commitment to active engagement in the Irish Consortium on Gender-Based Violence (ICGBV).	Level of engagement with the ICGBV and progress in implementing Consortium's strategic plan (low, medium, high). #N, % and € increase of programmes.		✓	✓	✓	✓	DCAD
	Continued support to civil society organisations to combat human trafficking.	€ of programmes.		✓	✓	✓	✓	DCAD; Political Division (HRU)
	Strengthen accountability for SGBV including through support for partners to gather and store documentation for investigation of such crimes.	Evidence of documentation and accountability mechanisms.		✓	✓	✓	✓	Political Division
	Allocating specific human resource capacity and technical specialist expertise in order to support effective humanitarian response to gender-based violence in emergency and recovery contexts, including through our Rapid Response Corps.	Increased #N of Gender Specialists on the Rapid Response Corp Roster.		✓	✓	✓	✓	DCAD
	Include protection of women and girls in emergencies in the appraisal criteria for all recipients of Irish Aid humanitarian funding and continue to engage internationally through the Call to Action. The severity of needs of women and girls in emergencies is incorporated into allocation decisions for humanitarian funding.	#N and % of programmes supported which include protection of women in appraisal criteria.		✓	✓	✓	✓	DCAD

Ireland's third National Action Plan on UNSCR 1325 - Women, Peace and Security Agenda 2019 – 2024

3.1.2 Strengthen work on the prevention of SEA in conflict, humanitarian and development contexts.	Provide funding for training for Peacekeeping Contingents in the Investigation of Conflict-related SGBV.	Reported increase of impact (low, medium high).		✓	✓	✓	✓	DCAD; Political Division (ISP)
	Support training for development and humanitarian actors on SGBV prevention and response.	#N of training programmes on SGBV conducted and level of impact (low, medium, high).		✓	✓	✓	✓	DCAD
	OECD DAC recommendation on Preventing Sexual Exploitation and Abuse adopted.	Inclusion of policy embedded within relevant DFAT documents.		✓	✓	✓	✓	DCAD
	Comprehensive DFAT policy on preventing SEA which aligns with international best practice adopted and implemented.	Level of implementation (low, medium, high).		✓	✓	✓	✓	DCAD
	Funding provided to strengthening international action to implement best practice on preventing SEA.	Inclusion of best practice SEA in funding criteria. € level of funding provided.		✓	✓	✓	✓	DCAD
3.1.3 Increase advocacy to ensure protection mechanisms and services are properly funded and prioritised globally.	Increased advocacy through existing partnerships, engagement in international fora, and participation in partner governance mechanisms.	Level of advocacy (low, medium, high). Level of implementation of advocacy (low, medium, high).	✓	✓	✓	✓	✓	DCAD
	Advocate for greater reference to conflict-related SGBV across thematic activities and country-specific activities as a criterion for UN sanctions and advocate for accountability for the use of conflict-related SGBV at all levels.	Increase in reporting and #N of interventions made by Ireland where support for reference to conflict-related SGBV as a criterion for UN sanctions; number of interventions made by Ireland supporting accountability for the use of conflict-related SGBV.	✓	✓	✓	✓	✓	Political Division (CRU/ Pol Sec on Sanction coordination) in consultation with Legal Division (ICC)
	Continue to support the work of the International Criminal Court (ICC) and the ICC Trust Fund for Victims.	Financial support for ICC and ICC Trust Fund for Victims.	✓	✓	✓	✓	✓	Legal Division (ICC)
3.1.4 Intensify and advance work on Sexual and Reproductive Health and Rights (SRHR) in emergencies and conflict-affected settings.	Analysis conducted on current Irish programming on SRHR including in emergencies.	Analysis is used to inform policy and decision making (low, medium, high).	✓	✓	✓	✓	✓	DCAD; Political Division
	Baseline established and proportional increase in scope and funding for our work on SRHR programmes in emergencies and conflict-affected settings.	Baseline established and proportional #N and % increase in scope and funding in emergency and conflict settings.						
3.1.5 Support for Human Rights Defenders (HRDs) and the protection of civil society space, with a special focus on the difficulties faced by Women HRDs (WHRDs).	Support for HRDs and civil society space remain an Irish foreign policy priority.	Number of recommendations by Ireland on HRDs, (particularly WHRDs) in Universal Periodic Review Process.	✓	✓	✓	✓	✓	Political Division (HRU)
	Ireland continues to lead on civil society space resolution at the Human Rights Council (HRC) and continues to act as EU burden-sharer on HRDs.	#N of resolutions sponsored/co-sponsored and #N of statements/interventions made on the issue of HRDs.						

3.1.6 Maintain efforts to ensure the effective implementation of the Arms Trade Treaty (ATT), including its gender related provisions (article 7.4).	Continued emphasis on the link between illicit arms flows and gender impacts. Analysis is conducted and the development of practical guidelines to support States Parties with the implementation of GBV obligations in the ATT is rolled out.	#N and % of obligations implemented. Documented evidence of emphasis.	✓	✓	✓	✓	✓	Political Division (DNP)
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ACTOR: DEFENCE FORCES AND DEPARTMENT OF DEFENCE

3.1.7 Ensure women's and girls' protection in fragile and conflict-affected contexts and the prevention and combatting of SEA and SGBV.	Continue the implementation of effective training policies on the prevention of SEA, human rights, gender equality, and international humanitarian law, code of conduct, for all relevant Irish staff deployed overseas, including through supporting the United Nations Training School Ireland (UNTSI) as a centre of excellence, as well as training of civilian deployees.	#N of Irish and international military and civilian deployees and potential deployees trained on WPS issues. Regular, quality up-to-date training on issues relating to WPS. Qualitative reporting of best practice of integrating gender/WPS in CSDP missions and operations when implementing the mandate, including a checklist for personnel employed in gender roles with specific targets that could be achieved.	✓	✓	✓	✓	✓	DF
	Increase and improve training for Defence Forces personnel who may be investigating cases of sexual assault, to ensure the victim receives the required support whilst an unbiased investigation is carried out.	Training policy implemented.	✓	✓	✓	✓	✓	DF

STRATEGIC OUTCOME 3.2: Institutional mechanisms and services are effectively coordinated and strengthened to ensure the protection, relief, recovery and rehabilitation of women in Ireland affected by conflict

Output	Specific activities	Performance indicators / Milestone	Implementation year					Government lead
			2019	2020	2021	2022	2023	
ACTOR: DEPARTMENT OF JUSTICE AND EQUALITY								
3.2.1 Ensure the relief, recovery and better integration of women in Ireland affected by conflict.	Ensure consistency of services relating to psycho-social wellbeing across the Direct Provision Centres.	Services established with monitoring framework.	✓	✓	✓	✓	✓	RIA
	Support implementation of National Standards for Accommodation offered to People in the Protection Process.	Provision of a quality service as outlined in National Standards document.	✓	✓	✓	✓	✓	RIA

	Oversee effective monitoring and evaluation of the resettlement process and the impact of such on its women beneficiaries.	Engagement with national and international partners and relevant bodies who may provide learning.	✓	✓	✓	✓	✓	IRPP
	Develop Community Sponsorship programme to further facilitate strong integration of women into the community and growth of local relationships.	Arrival of further families under Community Sponsorship Programme.	✓	✓	✓	✓	✓	RIA
	Acknowledge need for gender sensitive interpretation when applicable.	Provision of female interpreters, in the event of sensitive, gender-related issues.	✓	✓	✓	✓	✓	All DJE
ACTOR: AN GARDA SÍOCHÁNA:								
3.2.2 In providing an agile police service, responsive to the changing nature of crime, to also provide a victim-focused policing service, supportive of all vulnerable service users in implementing the statutory obligations of AGS to victims.	Explore the development of a formal identification process for victims of human trafficking in liaison with critical stakeholders.	Improved victim identification and referral and issue a revised referral mechanism in coordination with NGOs, offering formal identification, a recovery and reflection period, and victims' services to all victims without referral from the police. Trafficking in human beings training delivered to Garda personnel to include cognisance of Ireland's National Action Plan on Women, Police & Security.	✓	✓	✓	✓	✓	GNPSB
	Support the implementation of the Second National Action Plan to Prevent and Combat Human Trafficking in Ireland.	Increased #N of female victims of Human Trafficking identified from conflict zones. Continue initiatives, nationwide, under Operation 'Quest', which targets those involved in organised prostitution, in order to identify, prevent, detect and prosecute those involved in trafficking of human beings for the purpose of sexual exploitation.	✓	✓	✓	✓	✓	GNPSB GNPSB / All Divisional and District Officers
	Prevention and Investigation of Hate Crime emanating from gender and ethnicity causations.	AGS will endeavour to address 'hate' crime by a three-pronged approach, through: (i) Education / Awareness: Garda Schools Programme and Campus Watch. (ii) Law Enforcement: the publication of an operational policing definition of hate-crime and hate-incidents; encouraging the reporting of such incidents; ensuring the thorough recording and rigorous investigation and prosecution of such crimes. and (iii) Supporting Victims throughout investigations – highlighting the role of Investigating Gardaí to support Victims; the appointment of Family Liaison	✓	✓	✓	✓	✓	GNPSB

	Officers (where appropriate) and the support mechanisms for victim also provided through the Divisional Victim Services Offices supported by the National Victims Office (GNPSB).						
Restorative Justice / Mediation Training will be provided	This will continue to be provided to Juvenile Liaison Officers in all Garda Divisions in order to assist young people from all communities, including women and girls, and boys and men from former conflict zones relocated to Ireland who require support of AGS or, otherwise, come into contact with law enforcement officers in Ireland. To include Ethnic Liaison Officers in receiving this training, to enable them to better engage with members of minority and diverse groups within their communities.	✓	✓	✓	✓	✓	Community Engagement and Public Safety GRIDO
The new Garda Síochána Strategy Statement emphasises human rights as a foundation for providing policing services.	Further to the investment by AGS in human rights, AGS will progress internal and external diversity and inclusion initiatives and develop and implement a hate-crime policy. AGS will engage with communities and stakeholders, listening to and understanding their policing needs and working in partnership to address them, resulting in a visible responsive policing service tailored to community needs which can be accessed by all of our diverse communities. This will also include scheduled visits, by Community Policing personnel, as well as Ethnic Liaison Officers, to Direct Provision Centres located at District and Divisional level.	✓	✓	✓	✓	✓	HR Directorate GRIDO
The new Garda Síochána Strategy Statement emphasises human rights as a foundation for providing policing services.	In-line with our positive duty obligations under Section 42, Irish Human Rights and Equality Act, 2014, AGS will build our human rights capacity during the lifetime of the Strategy.	✓	✓	✓	✓	✓	CAO/Legal

Develop, implement and publish a revised Diversity and Integration Strategy for AGS.	Roadmap underpinning the policing service provided by AGS to vulnerable female immigrants/ refugees and asylum seekers.	✓	✓	✓	✓	✓	Garda Community Relations Bureau
	Delivery of training to Garda Diversity Liaison Officers and Ethnic Liaison Officers engaged with women from immigrant communities.						Community Engagement & Public Safety
	AGS will continue with organisation-wide training, particularly to those working with women from immigrant communities, for example, Garda Diversity Liaison Officers and Ethnic Liaison Officers, and working with other agencies to identify issues impacting on women and girls relocated in Ireland from former conflict zones.						HR Directorate
	Community Gardaí will continue to proactively engage and support Members of Ethnic Communities within their respective Districts through interaction with community / religious leaders.						GNDIO
	Hosting of Garda Community Clinics at Refugee / Asylum Seeker Centres.						Garda Community Relations Bureau
	National Diversity and Integration Office will continue to engage with leaders and members of Diverse Communities [through National and Local Intercultural Partnerships / Fora], in particular with men and boys from former conflict zones, now residing in Ireland.						GNDIO
Provision of Anti-Radicalisation Training for Community Gardaí, Diversity Officers, Crime Prevention and Juvenile Liaison Officers.	Garda Community Policing Bureau will develop and roll-out anti-radicalisation training and awareness to Community Gardaí, Diversity Officers, Crime Prevention Officers and Juvenile Liaison Officers as well as other members of An Garda Síochána, organisation-wide.		✓	✓	✓	✓	Garda Community Policing Bureau
Deliver Guidance and Policy to protect the most vulnerable in the criminal justice system.	The development and implementation of guidance and policy to enable members of AGS in meeting goals and commitments to the most vulnerable with whom they engage directly within the criminal justice system.	✓	✓	✓	✓	✓	GNPSB / STO

	Establishment of Community Policing Areas under the auspices of the National Community Policing Framework and assignment of local Community Gardaí.	This will continue to build professional relationship with all members of the communities we serve.	✓	✓	✓	✓	✓	Garda Community Policing Bureau
		Garda Community Clinics at Refugee / Asylum Seeker Centres.						
	Under the auspices of the Joint Agency Task Force (JATF), a partnership with the Police Service of Northern Ireland, HM Customs and Excise, the Revenue Commissioners and the National Crime Agency tackling issues facing border counties, the pillars of which include rural crime, drugs-related crime, financial criminality, revenue / excise crime, immigration offences, including trafficking in human beings and children.	The UN WPS Agenda will also be pursued in the context of the pillars agreed by the JATF, specifically being targeted in the border counties.	✓	✓	✓	✓	✓	Policing and Security

ACTOR: THE HEALTH SERVICE EXECUTIVE

3.2.3 Ensure the relief and recovery regarding GBV of women from conflict-affected countries living in Ireland.	Roll out a training programme for HSE staff in supporting appropriate, effective responses to women from areas of conflict who have experienced domestic, sexual or gender-based violence (DSGBV).	Training resource: "Recognising and Responding to Victims of DSGBV in Vulnerable or At-Risk Communities" is operationalised.	✓	✓	✓	✓	✓	
	Support implementation of a Vulnerability Assessment for women seeking international protection in line with the EU Recast Receptions Conditions Directive (Directive 2013/33/EU) ³	Assessment implemented.	✓	✓	✓	✓	✓	
	Continue to support the range of NGOs providing health related services to women refugees, those seeking international protection and other migrant women who have experienced violence/ conflict including mental health programmes, an FGM Clinic, sexual and reproductive health outreach in Direct Provision.	#N of NGOs funded to deliver services on HSE's behalf through service level agreements. Regular reporting on these programmes.	✓	✓	✓	✓	✓	

³ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32013L0033>

PILLAR IV: PROMOTION

STRATEGIC OUTCOME 4.1. Ireland's commitments and actions on the WPS Agenda, including lesson sharing, is enhanced and demonstrated by advocacy, communication and engagement at local, national, regional and international levels.

Output	Specific activities	Performance indicators / Milestone	Implementation year					Government lead
			2019	2020	2021	2022	2023	
ACTOR: DEPARTMENT OF FOREIGN AFFAIRS AND TRADE								
4. 1.1 Increase advocacy for the WPS Agenda internationally.	Advocate for the integration of a gender perspective in policies, resolutions, decisions and instruments relevant to peace and security across the EU, UN, OSCE, OECD, the IFIs, and other international fora.	#N of interventions in support of gender perspectives across these fora.	✓	✓	✓	✓	✓	DCAD/Political Division (UN Policy) /CoE/OSCE/ OECD, etc.
	Use our voice and influence to promote the WPS Agenda at the UN, and advance WPS in the context of Ireland's candidature to, and prospective membership of, the UN Security Council for the 2021-2022 term	#N of WPS Group of Friends and Focal Point Networks attended #N of interventions made to ensure that the WPS Agenda is well reflected and resourced by implementing organisations. #N of statements referencing WPS.		✓	✓	✓	✓	
	Support UN funds, entities and bodies, to facilitate implementation and mainstreaming of the WPS Agenda including through the ongoing UN reform processes.	#N of UN programmes, funds, entities and bodies and UN reform processes which incorporate gender and peacebuilding perspectives. Level of commitment to funding.		✓	✓	✓	✓	DCAD/ Political Division (UN Policy)/ CoE/OSCE/ OECD, etc.
	Advocate for the inclusion of steps taken to implement the WPS resolutions including the protection of women human rights defenders and to combat GBV and SEA as part of the Universal Periodic Review (UPR) mechanism of the UN Human Rights Council.	#N and quality of recommendations and references dealing with WPS, GBV and SEA in UPR processes.		✓	✓	✓	✓	Political Division (HRU)
	Research undertaken to support Ireland's work to influence EU policy in support of WPS.	Level of reflection of the research in policy (low, medium, high).		✓	✓	✓	✓	DCAD
	Participate fully in the European Union Taskforce on UNSCR 1325 in order to increase coherence and consistency in the approaches across the EU to WPS, including through commitments in the EU Action Plan on WPS.	#N of EU Informal Taskforce Meetings Attended. #N of relevant actions fulfilled by Ireland in the EU Action Plan		✓	✓	✓	✓	Political Division (CRU)
	Advocate for the inclusion of gender equality into EU Common Security and Defence Policy (CSDP) operations plans and crisis management concepts for military and civilian missions and operations, including where appropriate reporting separate and in parallel to chain of command.	#N of interventions by Ireland to advocate for the inclusion of gender mainstreaming across all CSDP missions (both mandates and mission operations).		✓	✓	✓	✓	Political Division (ISP)

4.1.2 Promote lesson sharing of WPS	Promote lesson sharing initiatives in Colombia and the Americas.	#N of lesson sharing events and programmes funded.		✓	✓	✓	✓	IUKA
	Promote women's experience and expertise in peace-building in Northern Ireland/Ireland within the international arena, including by highlighting women role models.	#N of peacebuilders funded by DFAT working to support peace processes internationally. #N of conferences/events which share lessons from Northern Ireland Peace processes supported.	✓	✓	✓	✓	✓	Political Division (CRU); IUKA
	Research produced and disseminated on the role of women in the NIPP supported by Ireland.	Reflection of research in policy (low, medium, high).	✓	✓	✓	✓		Political Division (CRU)
	Promote lesson sharing on the Development of National Action Plans across the EU and focus contexts.	#N of Lesson Sharing Initiatives supported.	✓	✓	✓	✓		Political Division (CRU)
4.1.3 Develop a communications plan to promote the Women, Peace and Security agenda both in Irish media and online, and through outreach events in Ireland.	Communications plan agreed and rolled out.	#N of WPS outreach events. Increase of communication (low, medium, high).	✓	✓	✓			Political Division (CRU)
	Promote the principles of WPS through political and official-level engagement and advocacy with relevant partners at executive, parliamentary and local authority level, and support the establishment of a North South Consultative Forum as provided for in the Good Friday Agreement, which could advise the administrations and the North South Ministerial Council on social, cultural and economic issues, including the advancement of women in public life.	Number of references to WPS in speeches, press releases, public statements, etc.	✓	✓	✓	✓	✓	IUKA
		Increased extent to which post-conflict structures address gender-specific legacy concerns (low, medium, high).		✓	✓	✓	✓	
4.1.4 Establish regular outreach events in Northern Ireland and border counties to promote awareness of the Agenda, which are inclusive.	Establishment and quarterly meetings of a Northern Ireland consultative group, organised by the Irish Secretariat.	Number of events on WPS hosted by the Irish Secretariat, Belfast. NAP launched in the Irish Secretariat, Belfast.	✓	✓	✓	✓	✓	IUKA
	Establishment and regular review of a list of cross-generational and cross community women's organisations (including migrant and refugee groups) and other civil society actors focused on WPS across Northern Ireland to be included in WPS outreach events.	#N participants at events. Level of diversity (low, medium, high)	✓	✓	✓	✓	✓	
4.1.5 Promote synergies between WPS and the empowerment of women in conflict and post-conflict situations, when working with private sector entities and in promoting Irish interests.	Key commitments in the National Plan on Business and Human Rights are coherent with, and complement the NAP on WPS.	Level of policy coherence and uptake of commitments (low, medium, high)	✓	✓	✓	✓	✓	Political Division (HRU)

ACTOR: DEFENCE FORCES AND DEPARTMENT OF DEFENCE							
4.1.6 Ireland's action and engagement on WPS is enhanced regionally and internationally in our defence related work.	Advocate for the inclusion of gender into EU CSDP operations plans and crisis management concepts for military and civilian missions and operations, including where appropriate reporting separate and in parallel to chain of command.	% of new CSDP missions and operations with specific gender elements and/or reporting structures in place.	✓	✓	✓	✓	DOD and DFAT (Political Division)
	Through its participation in the Partnership for Peace (PfP), Ireland will contribute to the implementation of the NATO/EAPC WPS Policy and Action Plan.	Level of Ireland's contribution to activities and milestones under the NATO/EAPC WPS Policy and Action Plan Implementation Framework.	✓	✓	✓	✓	DOD and DF (in partnership with DFAT (Political Division))
	Advocate for the participation of Irish staff in Gender Adviser roles in international peace operations.	Defence Forces participates on an international level in the sphere of WPS.					DOD and DF
	Ensure the WPS Agenda is reflected in Ireland's training pledges to UN's Peacekeeping Readiness Capability System.	Gender related training courses pledged and level of participation by female personnel from overseas.	✓	✓	✓		DOD
	Ongoing deployment of gender-trained personnel overseas in order to incorporate a gender perspective into planning and execution of operations overseas.	Gender trained personnel deployed.	✓	✓	✓	✓	DF
ACTOR: DEPARTMENT OF JUSTICE AND EQUALITY							
4.1.7 Ireland's commitment and action on WPS is promoted among domestic stakeholders.	Women from conflict affected areas are informed of the WPS Agenda.	Inclusion of WPS in orientation / information pack given to refugees and asylum seekers on their arrival to Ireland.		✓	✓	✓	IRPP/RIA
	Train and continually inform staff on the WPS Agenda.	Number of staff trained on WPS. NAP is on the agenda of the IRPP programmes.		✓	✓	✓	IRPP/RIA
	Maintain communication channels between stakeholders to enhance shared learning and cooperation. Ireland will work with other Member States to develop and improve programming on integration to include gender.	Level of participation in relevant forums with local, national, regional and international partners.		✓	✓	✓	IRPP/RIA
	WPS will be included across strategies and policy that are related to Ireland's policy on gender equality.	Increase in the number of WPS related references and actions across DJE policy documents.	✓	✓	✓	✓	Gender Equality
4.1.8 Better alignment of WPS and CEDAW	WPS will be included in CEDAW reporting including but not limited to Recommendation 30.	#N of WPS related references in Ireland's CEDAW reporting.					In cooperation with DFAT (Political Division) (HRU/IUKA)

	<p>Support implementation of CEDAW at global and country level, with particular emphasis on General Recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations.</p>	<p>Level of inclusion of information on the implementation of CEDAW general recommendation No. 30 in Ireland’s periodic report to the Committee.</p> <p>Level of support given to the implementation of CEDAW including implementation of the General Recommendation in international fora as appropriate.</p>		✓	✓	✓	✓	<p>In cooperation with DFAT (Political Division) (HRU/IUKA)</p>
ACTOR: DEPARTMENT OF RURAL AND COMMUNITY DEVELOPMENT								
<p>4.1.9 Synergies between WPS and the SDGs at the domestic level will be improved regarding SDGs 5 and 16.</p>	<p>Support implementation of the Sustainable Development Goals, including 5 and 16 as they relate to participation of women from conflict and post-conflict affected areas living in Ireland.</p>	<p>Programme developed to raise awareness of SDGs for local decision-making structures, local authorities Government departments and agencies, community and voluntary organisations and local development bodies.</p> <p>Toolkits developed for design and proofing of programmes and plans against SDGs.</p> <p>Support capacity of local government and community and voluntary sectors in relation to SDGs.</p>		✓	✓	✓	✓	<p>Community Policy Unit, DRCD, and other relevant Government departments.</p>

WORK PLAN FOR THE OVERSIGHT GROUP OF THE THIRD NATIONAL ACTION PLAN

Output	Specific activities	Performance indicators / Milestone	Implementation year					Department lead
			2019	2020	2021	2022	2023	
ACTOR: DEPARTMENT OF FOREIGN AFFAIRS AND TRADE								
The Oversight Group will monitor the effective implementation of the NAP.	Facilitate an annual visit meeting of the Oversight Group.	Feedback/Report from Oversight Group and groups visited.	✓	✓	✓	✓	✓	DFAT (CRU)
	Ensuring that those who were consulted during the drafting of this NAP are informed and kept up to date with regards to its implementation.	Mailing list maintained and updated						DFAT (CRU)
		Number of newsletter published.	✓	✓	✓	✓	✓	
	Allocate a dedicated budget to NAP related activities in the areas of monitoring and data collection.	Budget available.						DFAT (CRU)
		Increase in availability of data.	✓	✓	✓	✓	✓	
	Develop a Communication Strategy for WPS, including an online resource for the dissemination of material on WPS.	WPS effectively communicated.						DFAT (CRU)
Online resource in use.		✓	✓	✓	✓	✓		
Work through the relevant Joint Committees to raise awareness of WPS issues including lesson-sharing opportunities including through the circulation of short summary documents of the NAP and any progress reports within government bodies, the Houses of the Oireachtas, and the media.	Oversight Group presenting regularly to the relevant Joint Oireachtas Committees to raise awareness of WPS. ⁴						DFAT, DJE	
	Number of documents circulated.	✓	✓	✓	✓	✓		
Government members of the Oversight Group are responsible for reporting (as indicated in the ToRs) to the Group on progress in relation to their actions as set out in the NAP.	Updates from Government members at each meeting.						Government members of the Oversight Group	

⁴ The relevant Joint Oireachtas Committees are i) the Joint Committee on Foreign Affairs and Trade, ii) the Joint Committee on the implementation of the Good Friday Agreement.

Annex II: Members of the Working Group for the Development of the Third National Action Plan

Salome Mbugua Independent Chair

GOVERNMENT DEPARTMENTS/ STATUTORY BODIES

Áine Hearn	Conflict Resolution Unit, DFAT
Caoimh Kett	British/Irish Inter-government Secretariat
Vicky Dillon	Development Co-operation and Africa Division, DFAT
Frank Groome	Disarmament and Non-proliferation Unit, DFAT
Eimear O'Brien/ Éibhlín Byrne	Gender Equality Division/Irish Refugee Protection Programme, DJE
Diane Nurse	Social Inclusion Unit, Health Services Executive
Noreen Woulfe/ Amy Hubbard	International Security and Defence Policy, Dept. of Defence
Gillian Collins	Gender Advisor, Defence Forces
Louise Synnott	Policing & Security, An Garda Síochána
Laura Leonard/ Emily Carroll	Evaluation and Audit, DFAT

CIVIL SOCIETY/ACADEMIA/ INDEPENDENT EXPERTS

Louise Williams	Independent
Anastasia Crickley	Maynooth University
Egide Dhala	Wezesha and International Organisation for Migration
Abby Ryan	Irish Consortium on Gender Based Violence
Ruth Taillon	Centre for Cross Border Studies
Mary Montague	Independent
Declan Power	Independent
Nura Hagi	Mind the Gap (NGO)
Heidi Riley	University College Dublin
Emma Johnson	Youth Action, Northern Ireland (NGO)

SECRETARIAT - CONFLICT RESOLUTION UNIT, DFAT

Aoife Lyons	Deputy Director
Claire Dowling	Desk Officer
Jensen Byrne	Desk Officer
Richard O'Neill	Desk Officer

Annex III: Women, Peace and Security and the Sustainable Development Goals (SDGs)



SDG 1: End poverty in all its forms everywhere.

Conflict renders women acutely vulnerable to poverty, with adverse impacts on livelihoods, and destruction of assets such as homes and agricultural land. Poverty in turn exhausts institutions, depletes resources, weakens leadership, and ultimately contributes to insecurity and conflict – with particularly harmful effects on women.



SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Conflict and hunger are inextricably linked. Food can also be used as a weapon of war. Women and girls are frequently responsible for agricultural production and feeding families and are particularly vulnerable to food insecurity.



SDG 3: Ensure healthy lives and promote well-being for all at all ages.

Access to health care, including sexual and reproductive health services, can be disrupted in conflict and post-conflict settings, with women and girls being at a greater risk of unplanned pregnancy, maternal mortality and contracting sexually transmitted infections, including as a result of conflict-related sexual violence.



SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

In conflict settings, the provision of education suffers and girls may face additional obstacles in accessing education due to fear of targeted attacks and the additional caregiving and household responsibilities they must often assume. Educating girls is a foundational

requirement for women's empowerment in conflict-affected contexts.



SDG 5: Achieve gender equality and empower all women and girls.

SDG 5 is pivotal to the WPS Agenda and cuts across the other SDGs by recognising that none of the goals can be achieved without gender equality.



SDG 6: Clean Water and Sanitation.

Access to clean water and all forms of sanitation, particularly menstrual health management, is gendered. This is further exacerbated in situation of conflict and flight.



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Women are more likely to work in unsafe, unpaid, underpaid or insecure work. This is intensified during conflict and flight and often makes them the main economic providers and can increase their vulnerability to exploitation.



SDG 10: Reduce inequality within and among countries.

Inequality, including gender inequality, is a driving factor behind conflict, violence, instability, forced migration, poverty and environmental degradation. The structural factors that cause inequality including discrimination, social, economic and political exclusion and a lack of safe migration options requires a greater focus.



SDG 11: Make cities inclusive, safe, resilient and sustainable.

Displacement from conflict is often closely linked to a rapid increase in urban

populations, particularly the development of slums. New forms of conflict are also occurring more frequently in urban settings. Global responses to urbanisation and the changing nature of conflict must be participatory and inclusive.



SDG 13: Take urgent action to combat climate change and its impacts.

Climate change has distinct impacts on women and men while the effects of climate change exacerbate conflict. Climate-related events such as drought threaten food and water supplies, increase competition for these and other natural resources and create civil unrest, potentially contributing to conflict.



SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Building and sustaining peace and development must include the full and meaningful participation of women and girls. The WPS Agenda is primarily the intersection of SDG 5 and 16.



SDG 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

The strengthening of partnerships is essential to achieve both the SDGs and the Women, Peace and Security Agenda. Intensive and systematic engagement with civil society, women and girls affected by conflict as agents of change, governments (including local authorities), local communities, the private sector, the United Nations system, regional bodies, is essential.

Endnotes

1. The Global Island and A Better World are available at www.dfa.ie.
2. The related WPS Resolutions are: 1820 (2008), 1888 (2008), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015) and 2467 (2019).
3. The Global Study on the Implementation of UN Resolution 1325 is available at <http://wps.unwomen.org/>
4. The Council Conclusions (15086/18) are available on www.consilium.europa.eu
5. The Mid-Term and the Final Review of the second National Action Plan are available on www.dfa.ie
6. The Consultative Group on the development of second National Action Plan was chaired independently by Salome Mbugua of Ireland's Human Rights and Equality Commission.
7. Written Submissions are available on www.dfa.ie.
8. The first workshop in Cork was a preparatory workshop for the Public Consultation. It was exclusively for migrant women where ensuring inclusion was key. Full facilitation services including translation, transport and childcare to ensure their ability to participation in the process.
9. Consultative Workshop Final Report, available on www.dfa.ie
10. For the second NAP 38 submissions were received and 100 people attended the consultation workshop. For the third NAP 48 written submissions were received and 210 people were consulted over two workshops.
11. This plan is enshrined by the commitment to deeper coordination and coherence across Government consistent with the principles of whole of Government action set out in the Civil Service Renewal Plan Our Public Service 2020, which can be found on <https://ops2020.gov.ie>.
12. Violence without a clear actor, and which is built into and inherent in the structure of a society.
13. The Special Rapporteur on the situation of human rights defenders defines women human rights defenders as both female human rights defenders, and any other human rights defenders who work in the defence of women's rights or on gender issues.
14. UNHCR Executive Committee (2002), Ex Com conclusion no. 93, UNHCR: Geneva. The gender guidelines state women and girls have special protection needs including 'protection against manipulation, sexual and physical abuse and exploitation, and protection against sexual discrimination in the delivery of goods and services.
15. One Stop Centres are health facilities which offer women psychosocial and legal support alongside health services.
16. Such Strategies include but are not limited to: the National Strategy on Women and Girls, Migrant Integration Strategy, Draft National Standards for Direct Provision Centres are available on www.justice.ie; the National Strategy on Domestic, Sexual and Gender Based Violence are available on www.cosc.ie; the National Intercultural Health Strategy is available on www.hse.ie; and information on gender budgeting can be found on www.gov.ie.
17. In line with the OECD Development Assistance Committee (DAC) gender equality policy marker, Principal means that gender equality in conflict/ women peace and security is the main objective of the project/programme and is fundamental to its design and expected results. The project/programme would not have been undertaken without this objective. Significant means that gender equality/women, peace and security is an important and deliberate objective, but not the principal reason for undertaking the project/programme.



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