

UN Security Council Resolution 1325 on Women, Peace and Security:

Towards an Effective and Inclusive Irish National Action Plan



A Good Practice Guide
June 2010

Cover Photo: Nan Lun and her seven children fled Burma after her husband was killed by the military. They walked through the jungle for 11 nights, hiding during the day, before reaching the safety of Ban Tractor Camp Site 1 in Pang Moo near Mae Hong Son, four kilometres from the Burmese border in Thailand. Nan's family currently stays in a communal holding area for new arrivals in the camp. Here Nan is pictured holding her husband's ID card – the only thing she has left of him. Photo Gary Moore

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Introduction

This Good Practice Guide seeks to contribute positively to the development of an effective and inclusive Irish National Action Plan (NAP) to implement UN Security Council Resolution (UNSCR) 1325 and related commitments on women, peace and security (1820, 1888 and 1889). It draws extensively on recommendations from previous research undertaken by the Joint Consortium on Gender Based Violence, set out in two key reports - *Stepping Up Ireland's Response to Women, Peace and Security* (2008) and *Women, Peace and Conflict: UN SCR Resolution 1325* (2009). In addition to providing background information on UNSCR 1325 and Ireland's efforts to implement the resolution, the main purpose of the Guide is to signpost the eight essential steps to achieving an effective and inclusive National Action Plan.

The final section also contains sample strategic objectives, actions, indicators and targets of the type that we can expect to find in a UNSCR 1325 National Action Plan produced to current international standards. The actual strategic objectives of the Irish National Action Plan should emerge from the kind of consultative process recommended in this Guide. The samples illustrate the form and level of specificity that Government commitments should take in a National Action Plan. As such they are points of departure for discussion in the formulation of proposed objectives rather than proposals *per se*.

This Guide has been produced by Ireland 1325, a group of leading women's human rights, development, and humanitarian organisations. Ireland 1325 includes civil society participants in the Irish Government's Consultative Group on Ireland's National Action Plan on UN Security Council 1325 on Women, Peace and Security, first convened in February 2010. Based on the initial four months of operation of the consultative group, this Guide highlights key civil society recommendations to the Government and aims to stimulate debate on the Irish National Action Plan on women, peace and security.

This Guide is endorsed by:

Action Aid
Akidwa
Amnesty International Irish Section
Banúlacht
Centre for International Studies, DCU
Childfund Ireland
Christian Aid
Concern
Global Women's Studies Programme, NUI Galway
National Women's Council of Ireland
Plan Ireland
Trócaire
World Vision Ireland

I. Executive summary

1325 Ireland - a group of civil society organisations working on issues of gender, peace and security - welcomes the Government's commitment to implement UNSCR1325 and recognises the importance of Ireland's leadership in the international arena to date to promote the resolution. However, the intention of Government to hastily finalize the NAP and present it for Cabinet approval in early July 2010 raises major concerns about the quality of a proposed NAP.

Instead, **1325 Ireland** calls on the Government to:

- 1) Revise the target completion and launch date of the Irish National Action Plan on women, peace and security to International Women's Day 2011
- 2) In cooperation with civil society organisations, devise and commence as soon as possible, a systematic and inclusive process of dialogue among relevant governmental and civil society stakeholders, including groups in Northern Ireland and women who have come to Ireland from other conflict situations.
- 3) Affirm a commitment to developing a NAP in line with international best practice, organised around clearly stated Strategic Objectives, Actions, SMART Indicators and Targets, including clear budgetary allocations.
- 4) Include in Ireland's NAP strong monitoring and evaluation (M&E) provisions, for example:
 - A Monitoring Group (MG) to oversee NAP implementation progress consisting of representatives from government departments, civil society and parliamentarians, chaired (or co-chaired) by a civil society member (similar to the UK model)
 - Independent consultants with expertise in the area of women, peace and security (WPS) to undertake regular reviews of progress and impact evaluations of the NAP in conjunction with the MG
 - A Women Peace and Security Monitoring Unit within the Department of Foreign Affairs with responsibility for ongoing research, data gathering, recording and synthesis
 - Specific budget lines and allocation of financial resources to support implementation and M&E of NAP

II. Background

What is UN Security Council Resolution 1325?

Traditionally, the UN Security Council only dealt with women peripherally, as ‘victims’ or as a ‘vulnerable group’. UN Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325), adopted on October 31st 2000, is a landmark resolution because it is first time that the Security Council focused its attention exclusively on women as agents in their own right in situations of conflict and transition from conflict (see Appendix 1 for full text). The resolution is significant not only for recognising the disproportionate and gender-specific impact of conflict on women (e.g. through wartime sexual violence) but also for highlighting the undervalued role of women in the prevention and resolution of conflicts and in peace-building and post-conflict reconstruction. Specifically, it calls for the ‘increased representation of women at all decision-making levels...in the prevention, management, and resolution of conflict’ (Article 1). Importantly, the resolution also requires all participants in the negotiation and implementation of peace agreements to ‘adopt a gender perspective’ (Article 8). Since the adoption of UNSCR 1325, the Security Council has adopted three further resolutions that further enhance efforts to safeguard women’s human rights in conflict affected situations (UNSCR 1820, 1888 and 1890).

The obligation to develop an effective National Action Plan

As the tenth anniversary of the adoption of UNSCR 1325 approaches, advocates of gender equality and women’s rights around the world are asking what progress has really been made to fully achieve the goals and aspirations of UNSCR 1325. As demonstrated by ongoing reports of sexual violence from conflict-affected situations globally and the persistent absence or under-representation of women from peace negotiations and post-conflict governance, there is no doubt that huge gaps still remain in achieving the goals of this important resolution. In 2004, the UN Secretary General called on Member States to develop National Action Plans (NAPs) as the most effective way to translate the goals of UNSCR 1325 into reality. Implementing UNSCR 1325 is a demanding and ambitious task, but one which must be fulfilled if UN Member States are serious about according women equal status with men in all efforts to address peace and security issues.

Ireland and implementation of UNSCR 1325

As a resolution of the UN Security Council, Ireland has legal obligation to implement UNSCR 1325. Ireland has ratified a wide range of UN human rights conventions (including the Convention on the Elimination of Discrimination against Women and the Convention on the Rights of the Child) the fulfilment of which is closely tied to implementation of UNSCR 1325. It has undertaken other international obligations to promote gender equality and women’s human rights such as: the 1993 Vienna Declaration and Programme of Action; 1993 UN Declaration on the Elimination of Violence

against Women; the 1995 Beijing Declaration and Platform for Action; and the 2000 Rome Statute of the International Criminal Court. Most recently, Ireland co-sponsored UN SCR 1820 on Sexual Violence in Conflict when it reiterated its commitment to address sexual violence and abuse and to implement the provisions of UNSCR 1325. These commitments are also contained in the *White Paper on Irish Aid* (DFA) and the *National Women's Strategy* (Department of Justice, Equality, and Law Reform). Irish Aid and the Irish Defence Forces have produced strong policy statements on women, peace and security, including the *Irish Aid Gender Equality Policy* and the Irish Defence Forces equality and code of conduct policies. In addition, the Conflict Resolution Unit (CRU) of the Irish Department of Foreign Affairs, has made UNSCR 1325 one of its core themes¹.

There are also exceptional opportunities for Government to work constructively with civil society organisations in devising an effective NAP. In 2004, the Joint Consortium on Gender Based Violence (JC-GBV) was formed in response to a growing consciousness among Irish organisations of the need to address the high prevalence of sexual violence being reported in situations such as Liberia and Sudan. The Consortium has evolved into a unique collaboration between Irish humanitarian, development and human rights agencies, and the government departments of Irish Aid and the Irish Defence Forces, who have worked together towards the development of coherent and coordinated responses to Gender Based Violence (GBV) in their work in development and humanitarian settings. Further, through inclusive consultation processes, Ireland is uniquely positioned to learn from women's diverse experiences of conflict in Northern Ireland and to ensure that such lessons are fully reflected in Ireland's NAP and its implementation both across Ireland and overseas. Similarly, substantial numbers of women refugees, asylum seekers and migrants who have come to Ireland from conflict-affected countries are also in a position, through civil society organisations, to inform and shape an effective action National Action Plan.

Finally, Ireland's international reputation as a leading advocate of UNSCR 1325 continues to be strong. Currently there is a solid foundation and opportunity for Ireland to demonstrate exemplary leadership on issues of women, peace and security. The groups sponsoring this guide, including civil society members of the JC-GBV, urge the Government to take advantage of the unique opportunities that exist and work with a broad base of civil society organisations, North and South, to develop a path breaking National Action Plan. In doing so, Ireland can make a real difference to women's lives and the positive transformation of conflict-affected societies, while also strengthening its reputation as a global advocate of UNSCR 1325.



UN Security Council Resolution 1325 was unanimously adopted on 31st October 2000

¹ <http://www.dfa.ie/home/index.aspx?id=82471>

III. Eight essential steps to an effective national action plan

Creating an inclusive and effective National Action Plan (1325) that will translate UNSCR 1325 from rhetoric to reality is an ambitious but achievable undertaking. Best practice begins with assigning leadership and coordination of the NAP process to a key government department. The Irish Government fulfilled this initial step by assigning responsibility for the development of Ireland's NAP to the Conflict Resolution Unit (CRU) of the Department of Foreign Affairs. Having done this, developing the NAP itself is a multilayered process that requires careful planning at every stage and a sustained commitment on the part of the drivers of the process. Very importantly, it cannot be done properly without the allocation of adequate resources at every stage - including time, staffing, and financial resources. This section sets out the eight steps to an inclusive and effective NAP.

1. Integrally involve civil society organisations from the start

An inclusive, participatory NAP development process begins with the Government establishing strong links and trust-based communication with a broad base of civil society stakeholders working in areas relevant to or with direct experience of women, peace and security issues. Recommended steps include:

- Compile a comprehensive list of civil society organisations and individuals currently in Ireland with experience and expertise on issues of women, peace and security. Consult with established organisations and grow the list on the basis of recommendations of people consulted.
- Employ a transparent process, including clear selection criteria, to seek and confirm nominations for, and convene an active and broadly representative civil society consultative group on the basis of relevant experience and demonstrable expertise.
- Include in the consultative group: women affected by conflict from across communities in Northern Ireland and in border counties; women from other conflict-affected countries and regions who are now living in Ireland; and representatives of key women's, human rights, humanitarian and development organisations.
- Facilitate and resource the appointment of an independent high profile woman to take the role of chair, as nominated and agreed upon by the group.
- Convene an initial meeting following the appointment of the chair at which participants develop a shared agreement on terms of reference for the group and modes of conducting business.



Jalala camp for IDP's fleeing the fighting in Swat. The camp consists of 900 tents spread over 50 hectares with room for about 1200 families (24,000 people). They were forced to flee their homes in the Swat valley following a breakout of violence between the Taliban and government forces. Almost two million people have fled the fighting. Jalala, Pakistan. Photo © Kim Haughton.

2. Comprehensive research and audit

Ensuring that participants in the NAP development process are well informed and equipped to devise the best possible, evidence based NAP requires: comprehensive desk research, a thorough, objective audit of relevant government activity to date. Importantly, it also relies on the open and timely sharing of information gathered with all participants in the NAP development process in accessible and useable forms

Research

In recent years, especially as the tenth anniversary of UNSCR 1325 approaches, intense international attention has highlighted the inadequacy of efforts to date to implement this historic resolution. Dozens of conferences and working groups have been convened around the world by governments, international governmental organisations, donor agencies and civil society networks, resulting in a large volume of reports and guidelines on what has been achieved to date, as well as critical analyses of the myriad obstacles that persist to realising gender equality and women's rights in conflict, peace and security arenas. In addition, 18 countries have developed National Action Plans. Thorough research must be undertaken to:

- Compile, review and synthesize relevant documentation including National Action Plans, analyses of NAP processes, conference proceedings, guidelines, etc.
- Take stock of strengths and weaknesses and lessons learned through action plan development processes in other contexts
- Understand evolving standards of best practice in the design and implementation of an effective NAP, especially in relation to the formulation and use of SMART indicators

Comprehensive audit

A comprehensive and objective audit of existing legislation and government programmes, policies, and strategies across relevant government departments (Foreign Affairs, Defence, Justice and Equality) is a vital early step in the NAP process. To ensure a thorough and objective audit in line with established practices in applied policy research, Government should engage an independent research consultant to design and execute the internal survey instrument, gather and analyse policy documents, conduct interviews within departments and agencies, and prepare a full report on strengths and gaps.

Such a comprehensive audit achieves a variety of purposes, to:

- Ascertain what is being done currently by the government that contributes to implementation of UNSCR 1325 and related resolutions
- Identify gaps, improvements and new actions that can be taken to ensure concrete implementation of specific commitments to women, peace and security
- Provide baseline information to underpin the formulation of context specific, national SMART indicators

3. Plan the NAP Process

Developing an inclusive National Action Plan through a consultative process in line with best international practice requires the formulation of a detailed NAP Work Plan. In a participatory and consultative NAP development process, civil society organisations often take responsibility for specific tasks and activities that contribute to the development and later the monitoring of the NAP. Early in the process therefore a NAP work plan should be devised in cooperation with participating civil society organisations and be reviewed regularly and transparently throughout the NAP development process. The Work Plan includes clearly identified **Actions**, **Responsible Parties**, **Outputs** and **Deadlines** for each dimension or phase of the NAP design and development process including, for example:

- Consultation processes
- Research and audit tasks
- NAP Drafting Process
- Formulation of SMART Indicators
- Design of monitoring and evaluation plan



Participants at Akidwa Seminar 'Situations of Women in Armed Conflict: Resistance, Actions and Survival', October 2009

4. Inclusive and responsive consultation

An effective consultation process entails carefully planned and structured consultative mechanisms of different types and scales that involve: representatives of the coordinating government department; supporting government departments; members of the formally constituted civil society consultative group; and representatives of wider civil society constituencies. Such mechanisms include:

- **Conferences and workshops:** Especially in the early stages, a mix of open and thematic events, combining plenary and small group sessions, serve to gather general feedback and input from particular constituencies on the desired content and prioritisation of policy areas in the NAP
- **Working Groups:** Semi-formal groups organised around thematic areas of planned government action (e.g. peace negotiations, peace keeping operations, quotas for women in political representation and decision making) and technical or procedural tasks (e.g. conference/workshop coordination, desk research, comprehensive audit, formulation of indicators, etc).



Speakers at 'Situations of Women in Armed Conflict: Resistance, Actions and Survival', an AkiDwa Seminar, October 2009 (L-R) Salome Mbugua, Nura Hagi, Tendai Madondo, Caroline Munyi, and Susan McKay

Working groups consisting of government and civil society members can be particularly effective in facilitating constructive consultation in the NAP development process. Drawing on *Stepping Up Ireland's Response to Women, Peace and Security* (JCGBV, 2008) which reviewed several existing NAP development processes, the following are guidelines for effective NAP working groups:

- Establish working groups before the drafting of a NAP begins. (This enables formative inputs from government, CSOs, academics and other stakeholders from the start and encourages ownership and long-term investment in the NAP process and follow-up steps.)
- Agree dates for meetings and specific working group outputs linked to the NAP drafting process
- Allow for a period of at least six months (e.g. Dutch NAP) and up to 18 months (e.g. Swedish NAP) for working groups to undertake and complete agreed tasks
- Ensure a balance between open and inclusive consultation and timely completion of agreed tasks to minimise risks associated with changes in government or staffing
- In tandem with semi-formal working groups, provide mechanisms and time for civil society organisations to submit independent statements and critical analysis of the NAP process and draft NAP content as called for
- Ensure adequate staff and budgetary provision in the lead government department and supporting departments to underpin overall coordination of working group, conference/workshop, and related web and print reporting activities and the capacity of all departments to respond to information processing requirements of the NAP process.

5. The NAP structure and content

The most recent *Report of the Secretary General on Women, Peace and Security to the members of the Security Council* (UN Doc S/2010/173) sets out in detail the form that effective action plans must take in order to comply with best practice. As noted above, it underlines the requirement to include SMART indicators of progress at local, national, regional and international levels.

The report reiterates the UN requirement that all action plans to implement UNSCR 1325 must give expression to a wider normative framework of commitment to women's human rights and gender equality and be organised around the following pillars:

- Participation
- Prevention
- Protection
- Relief & Recovery

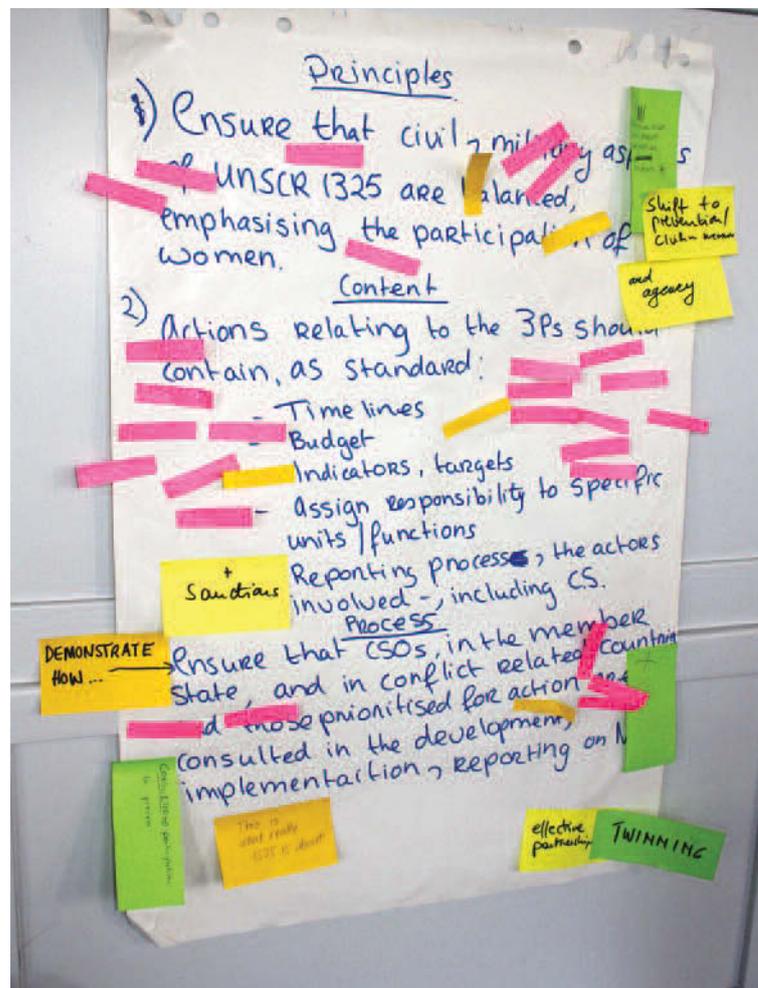
See section IV for sample strategic objectives, actions, indicators and targets in each of these pillars.

6. Ensure implementation of UNSCR 1325 in Ireland

The first operational paragraph of UNSCR 1325 urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict. To date, particularly in Donor countries, the resolution has been interpreted in an unduly narrow way as a foreign policy instrument. Such a limited interpretation is at odds with the intention of the resolution which calls on all countries in all regions of the world to take action – locally, nationally, regionally and internationally – to implement its provisions.

This has been reaffirmed in the *Report of the Secretary General on Women, Peace and Security to the members of the Security Council* (UN Doc S/2010/173), which welcomes the efforts of Member States in implementing resolution 1325 (2000) at the national level and encourages them to continue to pursue such implementation. Given Ireland's recent experience of conflict in the Northern Ireland there is a particular onus to ensure that our commitment to the provisions and spirit of UNSCR 1325 is operationalised in Ireland. Toward this end:

- Support women's civil society organisations, including cross-border initiatives, working to achieve women's full and equal participation at every level of decision making
- Promote the development of temporary special measures, such as quota systems, to increase women's political participation in Ireland



Highlighting the need for rigorous M&E, for timelines, a budget and targets, during a 2 day Peace Initiative workshop on EU implementation of UNSCR 1325

- Ensure that rehabilitation supports and services are provided to meet the needs of women and girls in Ireland from conflict affected countries, including in relation to gender based violence
- Support civil society organisations working with women from conflict affected situations and ensure that their voices are heard
- Act as an advocate in national, regional and global policy arenas to ensure that UNSCR1325 is operationalised to benefit women asylum seekers, refugees and migrants from countries affected by conflict in whatever jurisdiction they reside
- Include details on the domestic implementation of UNSCR 1325 as part of Ireland's Universal Period Review to the UN Human Rights Council and in periodic national reports to UN human rights treaty monitoring bodies including inter alia the committees overseeing: the Convention on the Elimination of All Forms of Discrimination against Women; the Children's Rights Convention; the Convention against Torture; the International Covenant on Economic, Social and Cultural Rights; and the International Convention on Civil and Political Rights
- Commission an independent gender-sensitive compatibility study of current Irish State Law to assess the implementation of IHL; introduce and strengthen gender-sensitive domestic legislation with regard to International Humanitarian Law as required

7. SMART indicators

It is now widely accepted that the effectiveness of a National Action Plan depends on how well it works as a tool to set attainable concrete objectives and enable measurement of progress in achieving them. An integral feature of an effective NAP, therefore, is the inclusion of carefully formulated SMART indicators - that is, specific, measurable, achievable, relevant and timed events and outcomes that allow stakeholders to gauge whether or not the objectives set out in the NAP are indeed being realised.

Having established the main priorities and strategic objectives of the NAP, steps towards the formulation of SMART indicators include:

- Agreement of clear Actions to be taken by the Government to fulfil its stated Strategic Objectives
- Designation of 1-2 focal points with relevant expertise within the consultative group to provide support in formulating appropriate SMART indicators (e.g. one governmental and one from civil society)
- Evaluation of information and distillation of relevant lessons from research, the comprehensive audit and consultation processes
- Where available and appropriate, build on and/or adapt global indicators to the national contexts
- Each action will have 1-3 SMART indicators

8. Monitoring and Evaluation

The National Action Plan must be understood as ‘a living document’. Elements and sections will be adapted or added as required following the recommendations of a continuous monitoring and evaluation process. In this context, it is imperative that Ireland’s NAP include strong monitoring and evaluation provisions including *inter alia*:

- A Monitoring Group (MG) to oversee NAP implementation progress, consisting of representatives from involved government departments, civil society and parliamentarians, chaired (or co-chaired) by a civil society member (similar to the UK model)
- Quarterly review meetings of the MG
- Independent consultants with expertise in the area of women, peace and security (WPS) to undertake an annual review of progress and triennial impact evaluations of the NAP in conjunction with the MG
- Women, Peace and Security Monitoring Unit within the Department of Foreign Affairs with responsibility for ongoing data gathering, recording and synthesis and analysis of data across all arenas of government activity identified in the NAP, to support all review processes
- The WPS Monitoring Unit should be staffed by at least one half-time appropriately qualified senior person and 1-2 fulltime research assistant/interns.
- Include specific budget lines and allocation of financial resources to support implementation and M&E of NAP

IV. Sample NAP Objectives, Actions, Indicators and Targets

PILLAR 1 - PARTICIPATION: SAMPLE OBJECTIVES, ACTIONS, INDICATORS AND TARGETS

STRATEGIC OBJECTIVE	ACTION/RESPONSIBLE PARTY	INDICATOR	TARGET
<p>Promote equal participation of women in decision making in all conflict resolution (CR) and peace agreement (PA) negotiation/implementation plans in which Ireland is involved</p>	<p>Clearly articulate and promote the principle of gender balanced participation in CR and PA negotiation, decision making and implementation as a core value and a condition of Government support (DFA, DF, DJELR)</p> <p>Conduct annual audit of all Irish-supported CR and PA initiatives; document the level and quality of participation by women and local women's organisations in each case (DFA/CRU)</p>	<p>Policy statement and guidance notes posted on DFA website and circulated to all Irish supported entities/actors involved in CR and PA negotiation and implementation</p> <p>Audit report published on DFA website</p>	<p>One year after launch of Irish NAP</p> <p>One year after Irish NAP launch, annually thereafter</p>

<p>Ensure that women's human rights defenders (WHRD) participate in political dialogues and reconstruction initiatives and that women's human rights form part of the agenda of all peace processes and post conflict governance processes</p> <p>Achieve gender balanced membership in the Irish Permanent Defense Forces (PDF) and An Garda Síochána (GS) and in Irish supported peace operations</p>	<p>Increase financial/technical support to local and international women's CSOs to underpin programming to build capacity among women to participate in decisions making in all aspects of peace negotiation and peace agreement implementation and to play a key partnership role in integrating gender into 1325 programmatic work supported by Ireland</p> <p>Proactively work toward gender balanced recruitment into the PDF and GS (DoD, DF, Equality)</p>	<p>Statistics available on: No and % of female mediators; No. and % of women in peace negotiating parties; and No. and % of women participating in transitional governing/decision-making bodies in conflict-affected/post-conflict countries/jurisdictions in which Ireland is involved</p> <p>% females in DF (2008: 5.5%) % females in GS (2007: 20%)</p>	<p>One year after Irish NAP launch, annually thereafter</p> <p>20 % increase DF female recruits per annum (2010-2012) 10 % increase GS female recruits per annum; (2011 -2012)</p>
<p>Increase number of women in senior roles in multilateral institutions and operations, including as UN SG special representatives and envoys</p>	<p>Devise transparent system for selecting/nominating qualified candidates to senior posts in multilateral security roles, including prioritisation of female candidates and candidates with demonstrable GE/GM expertise (DFA)</p> <p>Policy statement and guidance notes posted on DFA website and circulated to all Irish supported entities/actors involved in CR and PA negotiation and implementation</p>	<p>Audit completed and strategy in place; statistics available on No. and % male and female military, police and civilian peacekeeping personnel at different levels</p> <p>One year after launch of Irish NAP</p>	<p>June 2011</p>

PILLAR 2- PREVENTION: SAMPLE OBJECTIVES, ACTIONS, INDICATORS AND TARGETS

SCR 1325 OP 5: Incorporate a gender perspective into peacekeeping operations and ensure that field operations include a gender component

OBJECTIVE	ACTION/RESPONSIBLE PARTY	INDICATOR	TARGET
<p>Ensure active implementation of Ireland's commitments to promote women's participation and women's human rights in peace support operations (PSO)</p>	<p>Specify and assign the role of 'gender champion' to a senior member of PSO staff, with responsibility <i>inter alia</i> for liaising with relevant multilateral gender units/advisors and with local and international women's CSOs in the provision of gender training to PSO personnel and in planning/implementing activities affecting local populations (DoD, DF, Heads of Irish PSO)</p> <p>In conjunction with local and international women's CSOs, carry out surveys of women regarding their treatment by PSO personnel and perceptions of their levels of security (DoD, DF, Heads of Irish PSO with partner CSOs)</p> <p>Undertake and publish regular reviews of relevant Defense Forces Codes of Conduct and Standing Orders to ensure they comply with the most up to date interpretation of requirements and guidelines regarding implementation of SCR 1325, gender equality and women's human rights (Defence and Heads of Irish PSO) including:</p> <p>(a) Accessible complaints mechanisms for girls and women whose rights have been violated by Irish personnel and/or who have not received the kind of treatment that codes of conduct and guidelines hold Irish personnel to,</p> <p>(b) Transparent disciplinary mechanisms for Irish personnel contravening their obligations and responsibilities as set out in these codes of conduct or guidelines.</p>	<p>No. of gender champions appointed</p> <p>No. of activities planned and implemented in partnership with local and international women's CSO</p> <p>Surveys completed</p>	<p>Min one per PSO by 2011</p> <p>Min two per PSO pa thereafter</p> <p>Annual reviews of COC and SOs from 2011</p> <p>June 2011</p>

<p>Ensure effective aid strategies in conflict affected contexts</p>	<p>Allocate specific budget to gender mainstreaming</p> <p>Adopt Gender Responsive Budgeting (GRB) as a tool for enhancing results-based management and accountability and for ensuring financial allocations for gender equality priorities.</p>	<p>GRB policy statements and guidance notes adopted and in place</p> <p>Allocations of funds targeting women explicitly and directly or as part of a broader beneficiary group tracked using gender marker.</p>	<p>June 2011</p> <p>June 2011</p>
<p>Ensure women's and girls' health needs are addressed in conflict affected</p>	<p>Include commitments under Cairo PFA and the Beijing PFA in NAP and NAP implementation</p> <p>Adopt Minimum Initial Service Package (MISP) for Sexual and Reproductive Health internationally recognised best practice interventions in relation to women's and girls' health needs</p>	<p>Guidelines/policy statement outlining plans to ensure co-ordination and delivery of reproductive health supplies</p> <p>Guidelines based on MISP adopted</p> <p>Field staff trained in MISP</p> <p>Training in MISP included in funding allocations</p>	<p>June 2011</p> <p>June 2011</p> <p>June 2011</p>

PILLAR 3 – PROTECTION: SAMPLE OBJECTIVES, ACTIONS, INDICATORS AND TARGETS

SCR 1325 OP 6: Incorporate gender issues and issues of HIV/AIDS into national training programmes for military and civilian police personnel in preparation for deployment, and ensure that civilian personnel of peace keeping operations receive similar training

OBJECTIVE	ACTION/RESPONSIBLE PARTY	INDICATOR	TARGET
<p>To ensure that special measure are taken to protect women and girls from GBV.</p>	<p>Bring perpetrators of sexual violence and rape committed during conflict to justice as part of transitional justice mechanisms, including through initiatives that support collection of evidence and collaboration with investigations mechanisms across borders.</p> <p>Strengthen policy dialogue with partner countries and provide training to support judicial reform, new laws and the implementation of existing laws and regional and international women's rights legal framework to protect women from violence in 'peacetimes'.</p> <p>Provide financial and technical support for efforts which raise awareness and understanding of the resolutions on Women, Peace and Security and national law on gender equality through national and local television, radio and press in partner countries.</p>	<p>No. of cases reported and taken, and percentage of prosecutions for GBV in post conflict partner countries.</p> <p>No and percentage of police units and civil servants who have received Gender Equality and GBV training</p> <p>No of new laws or existing laws that protect women from violence invoked during legal proceedings.</p> <p>CEDAW ratified and being reported on by partner countries.</p> <p>No of partner countries which launch public awareness campaigns on Gender Equality and GBV.</p>	<p>Year on year increases of 50% in the number of GBV cases heard in court, and increase of 25% of perpetrators convicted of GBV.</p> <p>Training or support for training provided in</p> <p>Increase in new GBV laws passed by parliament and being implemented in partner countries</p> <p>50% of priority partner countries submit reports to the CEDAW committee within 3 years of the NAP being launched.</p> <p>Sustained campaign in place and being operationalised in two partner countries by 31st October 2011.</p>

	<p>Ensure that SEA codes of conduct, referencing GBV and UNSR 1325, are in place and enforced among Irish personnel – civilian and military.</p>	<p>All three government departments develop and roll out codes of conduct and establish a review mechanism to ensure their implementation.</p>	<p>Campaign in place and being implemented in all priority partner countries by Oct 31st 2013.</p>
<p>To ensure that measures to prevent GBV are included in the mandates and guidelines for peace support missions which Ireland contributes to.</p>	<p>Review all mandates to ensure the inclusion of GBV prevention measures and references to Resolutions 1325 and 1820 as pre-condition for contributing personal</p> <p>Provide pre-post and follow-up training and support for diplomatic staff to play a strong advocacy role and lobby for the inclusion of GBV within UN and EU mission mandates.</p> <p>Provide technical, financial and logistical support for particular measures and appointments to prevent GBV within peace support missions.</p>	<p>Systems and check lists in place to ensure that all mandates are reviewed systematically.</p> <p>No and % senior diplomatic staff who have received Gender Equality and GBV training</p> <p>No and % staff in embassies and permanent mission received Gender Equality and GBV training</p>	<p>100% coverage for sign up with one year of the NAP launch and an annual review of implementation to place on prior to the anniversary of the NAP.</p> <p>100 % by June 2011, Biennially thereafter</p> <p>50% pa June 2011 100% by June 2012 Biennially thereafter</p>
<p>To ensure that all personnel receive thorough pre-deployment and refresher GBV training, know how to recognise GBV and what actions to take in response to GBV.</p>	<p>Provide thorough gender training for military and civilian personnel on women's human rights, international law and GBV, including on the obligations of personnel to prevent and respond appropriately to VAW.</p>	<p>No and % personnel receive Gender Equality and GBV training</p>	<p>50% pa June 2011 100% by June 2012 and annually thereafter</p>

<p>Establish and maintain a gender balanced database of individuals in Ireland with appropriate GBV expertise/training to contribute towards the development and delivery of GBV training for military and civilian personnel</p> <p>Establish a target of 30% for female personnel to develop specialist skills in addressing GBV and create a roster for trained personnel to serve in this capacity overseas.</p>	<p>Database established and a schedule for the development and delivery of training in place in DFA, DoD and DJELR.</p> <p>No. and percentage of female personnel with particular skills in addressing GBV serving in offices and mission in high GBV prevalence countries.</p>	<p>Database in place by 31st December 2010 and updated annually.</p> <p>100% within a year of the NAP launch; all Irish contingents to peace missions contain multiple focal points (calculated as a percentage of the overall number), with particular skills to address GBV.</p>
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PILLAR 4 - RECOVERY AND REHABILITATION: SAMPLE OBJECTIVES, ACTIONS, INDICATORS AND TARGETS

SCR 1325 Paragraph 7: Ensure that mine clearance and mine awareness programmes take into account special needs of women and girls

SCR 1325 OP 13: Ensure consideration of the different needs of female and male ex-combatants within planning for DDR and take into account the needs of their dependents

OBJECTIVE	ACTION/RESPONSIBLE PARTY	INDICATOR	TARGET
<p>Ensure that mine clearance and mine awareness programmes are underpinned by a gender analysis for the equal benefit of women and men</p>	<p>In all of direct mine action programming, and through its support for mine action, Ireland ensures, through policies and funding agreements, that:</p> <ul style="list-style-type: none"> Women and men equally consulted and involved as stakeholders and beneficiaries, throughout design, implementation, monitoring and evaluation of mine action programmes. Gender balanced teams are in place at all stages (surveying, clearance and Mine Risk Education) to ensure efficiency and non-discrimination. (DoD) Data disaggregated by sex and age is collected throughout all phases of programming; design, implementation, monitoring and evaluation (CRU) 	<p>No and % of women consulted on land prioritised for mine clearance.</p> <p>% cleared land being accessed by no and % of women/girls</p> <p>No and % men and women taking part in surveying and assessment, clearance and MRE teams.</p> <p>Availability of sex disaggregated data for mine clearance programming.</p>	<p>100% of mine clearance assessments and surveys, supported by Ireland, include women and girls as stakeholders by 2012</p> <p>100% survey and assessment, clearance and MRE teams, in receipt of Irish support (technical, financial or logistical) are gender balanced by 2012</p> <p>By 2012</p>

<p>Ensure gender perspective in all DDR missions in which Ireland is involved</p>	<p>Integrate income generation initiatives and social support mechanisms for the care givers of those injured by mines and actively address barriers in access to quality medical and rehabilitation services by women and injured by landmines.</p>	<p>No and % of women accessing de-mining employment opportunities and the % increase in their income levels.</p> <p>No and % of mine clearance programmes supported by Ireland that include specific strategies to support carers and access to services for women and girls injured by mines.</p>	<p>X% of cleared land allocated to women for use, retained for use by the end of the three year-NAP</p> <p>Women accounting for 20% of de-mining employees December 2011</p> <p>Women taking up 40% of de-mining employees July 2013</p> <p>X% of mine action programme (MAP) budgets allocated to carers of mine victims; X% of MAP budget allocated to services for women and girls injured by mines by December 2012.</p>
<p>Ensure gender perspective in all DDR missions in which Ireland is involved</p>	<p>Ensure that women are involved in all DRR programmes including those to disarm (weapons collections, amnesties) and in the monitoring of collection and destruction initiatives.</p> <p>Ensure that women are involved in decisions about weapons collection and storage points. Ensure that all partners in weapons collection</p> <p>Ensure that all partners in weapons collection processes, including women and community leaders, receive training and education on weapons safety and responsibility.</p>	<p>Consultation with women about patterns of SALW possession and ownership in the community – including civilian population – and knowledge of weapons trading routes and caches provided there are adequate security measures to protect the identity of the informant.</p> <p>Risk assessment.</p>	<p>Reduced exposure of women to risks due to their more frequent presence in certain places.</p>

Appendix A

UN Security Council Resolution 1325

Passed unanimously on 31 October 2000, Resolution (S/RES/1325) is the first resolution ever passed by the Security Council that specifically addresses the impact of war on women, and women's contributions to conflict resolution and sustainable peace.

The full text of the resolution is:

The Security Council,

Recalling its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President and recalling also the statement of its President, to the press on the occasion of the United Nations Day for Women's Rights and International Peace of 8 March 2000 (SC/6816),

Recalling also the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the twenty-first century" (A/S-23/10/Rev.1), in particular those concerning women and armed conflict,

Bearing in mind the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security,

Expressing concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and recognizing the consequent impact this has on durable peace and reconciliation,

Reaffirming the important role of women in the prevention and resolution of conflicts and in peace-building, and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution,

Reaffirming also the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts,

Emphasizing the need for all parties to ensure that mine clearance and mine awareness programmes take into account the special needs of women and girls,

Recognizing the urgent need to mainstream a gender perspective into peacekeeping operations, and in this regard noting the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693),

Recognizing also the importance of the recommendation contained in the statement of its President to the press of 8 March 2000 for specialized training for all peacekeeping personnel on the protection, special needs and human rights of women and children in conflict situations,

Recognizing that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security,

Noting the need to consolidate data on the impact of armed conflict on women and girls,

Urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;

Encourages the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decision-making levels in conflict resolution and peace processes;

Urges the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard calls on Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;

Further urges the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel;

Expresses its willingness to incorporate a gender perspective into peacekeeping operations and urges the Secretary-General to ensure that, where appropriate, field operations include a gender component;

Requests the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peace-building measures, invites Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment and further requests the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training;

Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children's Fund, and by the United Nations High Commissioner for Refugees and other relevant bodies;

Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia: (a) The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction; (b) Measures that support local women's peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements; (c) Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;

Calls upon all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls as civilians, in particular the obligations applicable to them under the Geneva Conventions of 1949 and the Additional Protocols thereto of 1977, the Refugee Convention of 1951 and the Protocol thereto of 1967, the Convention Security Council - 5 - Press Release SC/6942 4213th Meeting (PM) 31 October 2000 on the Elimination of All Forms of Discrimination against Women of 1979 and the Optional Protocol thereto of 1999 and the United Nations Convention on the Rights of the Child of 1989 and the two Optional Protocols thereto of 25 May 2000, and to bear in mind the relevant provisions of the Rome Statute of the International Criminal Court;

Calls on all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;

Emphasizes the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, war crimes including those relating to sexual violence against women and girls, and in this regard, stresses the need to exclude these crimes, where feasible from amnesty provisions;

Calls upon all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolution 1208 (1998) of 19 November 1998;

Encourages all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants;

Reaffirms its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions;

Expresses its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women's groups;

Invites the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution, and further invites him to submit a report to the Security Council on the results of this study and to make this available to all Member States of the United Nations;

Requests the Secretary-General, where appropriate, to include in his reporting to the Security Council, progress on gender mainstreaming throughout peacekeeping missions and all other aspects relating to women and girls;

Decides to remain actively seized of the matter

APPENDIX B

Resource List

Civil Society Recommendations on Implementation of UN SCR 1325 in Europe (EPL0/IFP 2009)

Explanatory Note for 12th March 2010 NGO Consultation on Women, Peace and Security Indicator Development (NGO Working Group on Women, Peace and Security, March 2010)

Gender Mainstreaming in Peace Support Operations: Moving Beyond Rhetoric to Practice (International Alert, 2002)

Global Monitoring Checklist on Women, Peace and Security: Afghanistan, Democratic Republic of Congo, Nepal, Northern Ireland, Sri Lanka (GAPS UK, nd)

Global Review of Challenges and Good Practices in Support of Women in Conflict and Post-conflict Situations (UNFPA, 2007)

OECD DAC Handbook on Security System Reform: Supporting Security and Justice (2007). Available online: <http://www.oecd.org/dac/incaf/ssr>

Recommendations from the Civil Society Advisory Group on Women, Peace and Security on Events and Action to Commemorate the 10th Anniversary of SCR 1325 (April 2010). Available online at: <http://www.gnwp.org/recommendations-from-the-civil-society-advisory-group-on-women-peace-and-security-on-events-and-action-to-commemorate-the-10th-anniversary-of-scr-1325>

Report of the Secretary General on Women, Peace and Security - Global Indicators (UN S/2010/173)

Response to the UK National Action Plan on Women, Peace and Security Stakeholder Consultation (GAPS UK, nd)

Securing Equality, Engendering Peace: A Guide to Policy and Planning on Women, Peace and Security (UN SCR 1325) (INSTRAW, 2006)

Stepping Up Ireland's Response to Women, Peace and Security: United Nations Security Council Resolution 1325 (JCGBV, 2008)

Women, Peace and Conflict: UN SCR Resolution 1325 (JCGBV, 2009).

Selected Websites

European Peace Liaison Office (EPLO)

(Contains copies of all National Action Plans on UNSCR 1325)

<http://www.eplo.org/index.php?id=249>

Joint Consortium on Gender Based Violence

<http://www.gbv.ie>

Women Watch

(UN website with information and resources on Gender Equality and Women's Empowerment)

<http://www.un.org/womenwatch/feature/wps/>

NGO Working Group on Women, Peace and Security (NGOWG)

(A working group which advocates for and monitors the implementation of UNSCR 1325)

<http://www.womenpeacesecurity.org>

Global Network of Women Peace Builders

<http://www.gnwp.org/>

Peacewomen

<http://www.peacewomen.org/>

Gender Action for Peace and Security UK

<http://www.gaps-uk.org/>

act:onaid
ireland



ChildFund
Ireland



CONCERN
worldwide



TROCAIRE
Working for a Just World