



Rialtas na hÉireann  
Government of Ireland

# Second Annual Report on Ireland's third National Action Plan for the implementation of UNSCR 1325 and related resolutions on Women, Peace and Security (2019-2024)

July 2022



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## Foreword

by **Minister for Foreign Affairs and Minister for Defence,**

**Simon Coveney TD**

I welcome the publication of the second Annual Report on Ireland's Third National Action Plan (NAP) on the Implementation of UN Security Council resolution (UNSCR) 1325 and related resolutions on Women, Peace and Security (WPS).

2021 presented many challenges to women around the world, including the ongoing impact of the COVID-19 pandemic, the Taliban's seizure of power in Afghanistan, the military coup in Myanmar, and the devastating humanitarian crisis in Tigray. Each of these crises has served to reinforce the centrality of the WPS agenda to building sustainable and lasting peace.

Since assuming our seat on the UN Security Council in January 2021, Ireland has worked to advance the WPS agenda at every turn. We have used our position to draw the attention of the Council and the international community not only to the plight that women face as a result of conflict, but also the importance of the full, equal and meaningful participation of women in all efforts to build and sustain peace.

While WPS is a key feature of Ireland's foreign policy and our interventions on the international stage, our credibility on this issue is

linked to our ability to deliver on WPS across the work of Government. In this context, I welcome this report's overview of implementation of the third NAP to date, and its focus on the crucial work ongoing on this agenda, internationally and domestically. It will help us to identify where we are performing strongly and can share lessons with our partners, as well as highlighting areas that require more attention and redoubling of efforts.

More than two decades on from the adoption of UNSCR 1325, which broke new ground in founding the WPS agenda, we must ensure that Ireland, along with its international partners, deliver on its transformative vision.

*Minister for Foreign Affairs and Minister for Defence,*

**Simon Coveney TD**

# Foreword

by **Minister of State for Overseas  
Development Aid and Diaspora**

Colm Brophy TD



I welcome the publication of this important report, setting out Ireland's achievements in advancing the Women, Peace and Security Agenda. This is the second Annual Report on Ireland's Third National Action Plan (NAP), which is Ireland's response to the UN Security Council resolution (UNSCR) 1325 and related resolutions on Women, Peace and Security (WPS).

The Third National Action Plan (NAP) is a cornerstone of the work of Irish Aid. Gender equality and the empowerment of women and girls is a priority focus of our international development programme, and we know that these are prerequisites for meaningful development globally. Advancing the Women, Peace and Security Agenda is a crucial element in achieving that goal.

Ireland has learned valuable lessons from our own national journey toward gender equality, a journey which has not yet reached its destination. Gender equality underpins our foreign policy and approach to international development cooperation. We have seen the critical role that women have played in our own peace process, and continue to be inspired by the work of women leaders in our communities. We welcome the role of the NAP in translating these lessons into action, and in informing our international engagement

accordingly.

Transformative change is required to achieve true gender equality and advance the Women, Peace and Security Agenda. We know that we must remove barriers to equality, whether those barriers are in legislation, in the workplace, or in our communities and families. The NAP recognises that we need to pursue many actions simultaneously to accelerate social evolution and bring about lasting gender transformation. It also recognises the importance of broad-based partnerships to this end.

The publication of this report offers the opportunity to reflect on how best to take the pillars of the WPS Agenda forward in our work every day. We also take this moment to appreciate the important work being done under the NAP by its coalition of stakeholders – in this department, across our mission network, across Government, and in our partnerships, especially with civil society. More than 20 years on from the adoption of UNSCR 1325, we renew our commitment to its principles, and to achieving its vision for a more equal, peaceful future.

*Minister of State for Overseas  
Development Aid and Diaspora,*  
**Colm Brophy TD**



## Foreword

by Independent Chair of the Oversight Group,

Mrs Nora Owen

As chairperson of the Oversight Group, I am delighted to welcome this second Annual Report on Ireland's Third National Action Plan (NAP) on WPS. As we hear daily of new and emerging conflicts and their devastating impact on women and girls, the necessity of this NAP and the whole-of-Government approach to its implementation becomes ever clearer.

That adaptability of the Government and its agencies throughout the COVID-19 pandemic has meant that the work to implement the NAP has continued. I am grateful for the enthusiasm, commitment and dedication of those involved with this process. I am grateful also of the Civil Society representatives on the Oversight Group for the NAP. Their informed and expert knowledge on WPS is invaluable in ensuring the Government is implementing the NAP appropriately.

The Oversight Group continued to convene virtually throughout 2021 but this did not hamper our engagement. Our meetings covered a wide range of topics and engaged with diverse organisations and actors. Topics discussed included: human trafficking; the crises in Afghanistan; the work of the Irish Refugee Council; Ireland's role on the UN Security Council; and the work of Ireland's missions abroad to implement the WPS Agenda in Liberia and Sierra

Leone.

I was pleased to present the first Annual Report on the NAP to the Oireachtas Joint Committee on Foreign Affairs and Defence in June 2021. This engagement with public representatives was an important opportunity to promote the NAP with policymakers and also highlight the range of work underway to realise its aims.

2021 has brought the threats that women and women's rights face around the world sharply into focus. However, it is reassuring to know that both the Government of Ireland and a strong network of Civil Society organisations remain committed to advocating for women's rights both at home and abroad.

*Independent Chair of the Oversight Group,*

Mrs Nora Owen



## List of Abbreviations

AU	African Union	JCFAD	Joint Committee on Foreign Affairs and Defence
AGS	An Garda Síochána		
CEDAW	Convention for the Elimination of All Forms of Discrimination Against Women	NAP	National Action Plan
		NATO	North Atlantic Treaty Organization
CRSV	Conflict-Related Sexual Violence	NGO	Non-Governmental Organisation
CRU	Conflict Resolution Unit (Department of Foreign Affairs)	ODA	Official Development Assistance
CSDP	Common Security and Defence Policy	OECD	Organisation for Economic Co-operation and Development
CSO	Civil Society Organisation	OG	Oversight Group
DCAD	Development Cooperation and Africa Division (Department of Foreign Affairs)	OSCE	Organization for Security and Co-operation in Europe
		PfP	Partnership for Peace
DCEDIY	Department of Children, Equality, Disability, Integration and Youth	PVE	Preventing Violent Extremism
DFA	Department of Foreign Affairs	PWD	People with Disabilities
DoJ	Department of Justice	SEA	Sexual Exploitation and Abuse
DRCD	Department of Rural and Community Development	SGBV	Sexual and Gender-Based Violence
DSGBV	Domestic, Sexual and Gender-Based Violence	SIDS	Small Island Developing States
		SRHR	Sexual and Reproductive Health and Rights
EU	European Union	UNFPA	United Nations Population Fund
FGM	Female Genital Mutilation	UNSCR	United Nations Security Council Resolution
GBV	Gender-Based Violence	UNTSI	United Nations Training School Ireland
GEWE	Gender Equality and Women's Empowerment	UPR	Universal Periodic Review
HRC	Human Rights Council	WPS	Women, Peace and Security
HSE	Health Service Executive		
ICC	International Criminal Court	WPS-HA	WPS Humanitarian Action
ICGBV	Irish Consortium on Gender-Based Violence	YPS	Youth, Peace and Security
IEG	Informal Expert Group		
IFI	International Financial Institution		
IPAS	International Protection Accommodation Services		
IRPP	Irish Refugee Protection Programme		
ISP	International Security Policy unit (Department of Foreign Affairs)		

# 1

## Background

### Development of the National Action Plan

Ireland's third National Action Plan (NAP) for the implementation of UNSCR 1325 and related resolutions (2019-2024) was launched by the then-Tánaiste and Minister for Foreign Affairs and Trade, Simon Coveney TD, in June 2019. This document on the implementation of the Women, Peace and Security Agenda builds on the two previous NAPs, launched in 2011 and 2015 respectively. It focuses on ensuring a holistic and comprehensive approach to conflict prevention, the adoption of the EU Strategic Approach to WPS and the conclusions of the 2015 UN Study on the implementation of the WPS Agenda. It aims to renew Ireland's commitment to implementing the WPS Agenda internationally and domestically across all of Government, and ensuring the engagement of civil society throughout.

The development of the third NAP was led by a dedicated Working Group that included statutory agencies, civil society and academic experts. It considered the recommendations

of the independent reviews of the previous NAPs, particularly the second. These included extending the period of the Plan from three to five years, as well as strengthening accountability, monitoring and reporting. Public and stakeholder consultations were undertaken, including three consultative workshops held in Cork and Dublin, and following a public call, 49 written submissions were also received. This extensive exercise doubled the number of individuals and organisations engaged with compared to the previous NAP consultations.

As with previous iterations, Ireland's third NAP is based on four thematic pillars, namely:

- ⇒ Prevention;
- ⇒ Participation;
- ⇒ Protection; and
- ⇒ Promotion.

The NAP recognises the intersectionality and interdependence of these pillars, and the



Consultations held for the development of the National Action Plan in Iveagh House, 2019

Credit: Phil Behan / Department of Foreign Affairs

- 1) <https://www.consilium.europa.eu/media/37412/st15086-en18.pdf>
- 2) [https://www.peacewomen.org/sites/default/files/UNW-GLOBAL-STUDY-1325-2015%20\(1\).pdf](https://www.peacewomen.org/sites/default/files/UNW-GLOBAL-STUDY-1325-2015%20(1).pdf)



*Attendees at consultations for the National Action Plan in Iveagh House, 2019*

*Credit: Phil Behan / Department of Foreign Affairs*

importance of delivering on our commitments in all four to ensure a comprehensive approach to implementing the Women, Peace and Security Agenda.

A Monitoring Framework has been developed containing all actions under the Plan, the aim of which is to guide implementation and oversight throughout the duration of the NAP. This Framework includes outcomes, indicators and specified timelines to ensure that progress continues at a consistent rate throughout the NAP's five-year term, and any delays to implementation will be flagged in a timely manner.

In terms of monitoring and evaluation, the Minister for Foreign Affairs appointed an Oversight Group to oversee the implementation of actions across all four pillars under this Plan. The Group, which is independently chaired, consists of 50% representation from civil society, academia and independent experts, and 50% representation from Government Departments and agencies who have responsibilities for activities outlined in the

NAP.

The NAP contains a commitment to report to the appropriate Joint Oireachtas Committee. The first Annual Report which covered the period 2019 – 2020 was presented to the Oireachtas Joint Committee on Foreign Affairs and Defence in June 2021 by members of the Oversight Group.

This second Annual Report (2021) is the result of that commitment and provides an additional means of assessing the implementation and impact of the National Action Plan on a regular basis. The third NAP will be reviewed at its mid-term point in 2022 and will undergo a Final Evaluation towards the end of its term, in line with the previous NAPs.

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## Oversight Group

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### Background

Ireland's third National Action Plan (NAP) on WPS provided for an Oversight Group to be appointed by the Minister for Foreign Affairs to oversee the regular and systematic review of progress on achieving the outcomes, actions, targets and impact across all pillars of the NAP. The Oversight Group is independently chaired and its membership consists of 50% representation from relevant government departments and state agencies, which share responsibility in implementing the NAP, and 50% representation from civil society, academia and independents.

### Membership

The representatives from civil society, academia, and independent members are the following:

#### ***Nora Owen – Independent Chair***

Nora Owen is a former TD and served as Minister for Justice from 1994-1997. Mrs Owen chaired the Oversight Group for Ireland's second National Action Plan on WPS.

#### ***Oliver Barbour – Independent Expert (former Defence Forces)***

Oliver Barbour was the Defence Forces representative for the first National Action Plan on UNSCR 1325. He travelled to Timor Leste and Liberia as part of the consultation group in developing the first NAP on UNSCR 1325 and was also involved in the public consultations process in Ireland. He has presented in Ireland's UN Training School (UNTSI) and other UN Schools in the area of Gender Equality, GBV and sexual exploitation and abuse (SEA) and has served on several UN Missions including Kosovo, Bosnia, Lebanon, Western Sahara, East Timor, Liberia, Chad Ethiopia and Sudan.

#### ***Noeline Blackwell – Dublin Rape Crisis Centre***

Noeline Blackwell is a human rights lawyer with a recognised expertise and history of involvement with and commitment to women's rights, migrant rights and refugee rights over a number of years. She is currently CEO of the Dublin Rape Crisis Centre and was previously Director of FLAC (Free Legal Advice Centre). While vice-president of the International Federation for Human Rights, she had special responsibility for women's human rights and the rights of human rights defenders. She acted as liaison person for women human rights defenders as board member of Front Line Defenders.

#### ***Maria Butler – Nobel Women's Initiative***

Maria Butler is currently Executive Director of the Nobel Women's Initiative. Maria previously held the positions of Director of Global Programmes at WILPF, and the Director responsible for WILPF's Women, Peace and Security program. She is the co-author of the article "WPS and Arms Trade Treaty" in the Oxford Handbook of Women, Peace and Security. She is a pioneer of the WPS app and is responsible for the Strategy development and implementation, Monitoring, Evaluation and Learning at WILPF.

#### ***Egide Dhala – International Organisation for Migration***

Egide Dhala is currently working for the International Organisation for Migration (IOM) Ireland as an Outreach Coordinator and has over 20 years of experience working with migrants (women and men) in Ireland. He set up an education programme, while working with Spirasi, in support of vulnerable women and worked with AkiDwA in engaging men to address violence against women. He is the co-founder of Wezesha, which supports African women who are affected or likely to be affected by conflict and violence. While

based in Ireland and working with other migrant groups to support migrant integration, Wezesha works also with women and children in Africa, empowering vulnerable women exposed to gender violation.

***Nura Hagi - Mind the GAP***

Nura Hagi is a Human Rights Defender from Somalia. She is a Member of the Board of Directors for the Sexual Violence Centre in Cork and is the CEO of Karti, an organization that supports women from conflict zones living in Ireland. She also works for Mind the GAP, a development education arts project and an advisor at the Women's section in the Islamic Information Centre. She is a member of the Women's sub-group of the Cork City of Sanctuary movement.

***Emma Johnston - Youth Action Northern Ireland***

Emma Johnston is a Young Women's Development Worker for Youth Action Northern Ireland and an Assistant Lecturer in Community Youth Studies at Ulster University. In 2009, she was elected as a committee member of NIWEP (Northern Ireland Women's European Platform) to represent the voice of young women. In 2013, Emma was selected as the representative for Northern Ireland on the UK Joint Committee on Women, which holds a board member seat on the European Women's Lobby. She is a committee member of the Foyle Pride Committee planning and implementing activities for LGBT awareness week and the annual Foyle Pride week of activities and the pride protest itself.

***Dr Walter Kilroy - Dublin City University (DCU)***

Walt Kilroy is currently Assistant Professor at DCU's School of Law and Government, teaching on issues of development, conflict, security, peacekeeping, protection of civilians, and post-war recovery. He is also Associate Director of the university's Institute for International Conflict Resolution and Reconstruction. Dr. Kilroy served on the Oversight Group for the second National Action Plan from March 2018 until its term finished in 2019.

***Abby Ryan - Immigrant Council of Ireland***

Abby Ryan is currently Advocacy and Policy Manager at the Immigrant Council of Ireland, having previously served as Coordinator for the Irish Consortium on Gender Based Violence (ICGBV). Her previous experience also includes her role as a Junior Professional Intern for Gender Equality and Human Rights in the Department of Foreign Affairs and Trade and as an Asylum Seeker Support Worker for the UK Lesbian and Gay Immigration Group.

***Nominees from Government/Statutory Representatives on the Oversight Group***

- Áine Hearn, Conflict Resolution Unit, Department of Foreign Affairs
- Tom Crowley, Development Cooperation & Africa Division, Department of Foreign Affairs
- Noreen Woulfe, Department of Defence
- Lt. [NS] Aoife Campbell, Defence Forces
- Chief Superintendent Louise Synnott, An Garda Síochána
- Aoife Davey, National Social Inclusion Office, HSE
- Clare McCabe, Department of Justice
- Deirdre Ní Néill, Department of Children, Equality, Disability, Integration & Youth
- John Harding, Department of Children, Equality, Disability, Integration & Youth
- Eibhlín Byrne, Department of Children, Equality, Disability, Integration & Youth (- 2021)

***Secretariat to the Oversight Group***

- Caitlín Higgins Ní Chinneide, Conflict Resolution Unit, 2020-2021
- Anna Sparynska, Conflict Resolution Unit 2020-2021
- Sarah Doherty, Conflict Resolution Unit, 2020-2021
- Shane Rice, Conflict Resolution Unit, 2021-2022
- Jason Robinson, Conflict Resolution Unit, 2021- present
- Theodora Ispas, Conflict Resolution Unit, 2021- present
- Caroline Lavelle, Conflict Resolution Unit, 2021- present

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## Oversight Group Activity in 2021

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The Oversight Group continued to meet virtually in 2021 and broached topics such as human trafficking, Ireland's work at the UN Security Council, the situation in Afghanistan and SGBV.

In March, the Oversight Group welcomed guest speaker Professor Siobhán Mullally, UN Special Rapporteur on Trafficking, especially women and children. The Special Rapporteur spoke about her role and the three thematic priorities of her mandate, namely: the link between trafficking and conflict settings; the link between trafficking and mixed migration flows; and trafficking through online exploitation. Appointed in August 2020, Professor Mullally has the responsibility of reporting on her mandate to both the UN Human Rights Council and the UN General Assembly.

Detective Superintendent Derek Maguire from the Organised Prostitution Investigation Unit in An Garda Síochána also briefed the Oversight Group. The Unit investigates crimes in the sex trade, including trafficking, and tackles criminal gangs involved in organised prostitution, working closely with the Police Service of Northern Ireland, to address this all-island issue.

The May meeting of the Oversight Group focused on Ireland's WPS work at the Security Council and the guest speaker was Caoimhe Ní Chonchúir, WPS lead at Ireland's Permanent Mission to the UN in New York. Ms. Ní Chonchúir shared that Ireland is advancing the agenda through public diplomacy and advocacy, ensuring that WPS features in all Security Council products and statements. Ireland ensures that the protection and the participation of women are

balanced in all contributions and has been elevating the voices of women civil society briefers at any opportunity at the Council, while working to ensure they can participate safely.

In the October meeting, Oversight Group members welcomed Irish Refugee Council (IRC) CEO Nick Henderson, who briefed the group on IRC's advocacy to end the Direct Provision system, with the Government recently publishing a White Paper on Direct Provision, which called for the system to cease. According to the Irish Human Rights



*Áine Hearn, Director of the Conflict Resolution, Department of Foreign Affairs pictured with Mrs Nora Owen, Independent Chair of the Oversight Group*

*Credit: Phil Behan / Department of Foreign Affairs*

and Equality Commission, women in Direct Provision represent one of the most marginalised groups in Ireland and Mr. Henderson emphasised that a lot of work is needed to achieve action 3.2 of the NAP, which calls for the protection, relief, recovery and rehabilitation of women in Ireland affected by conflict.

On Afghanistan, Éibhlín Byrne from the Irish Refugee Protection Programme (IRPP) updated the group on the strong response taken by Ireland to events in Afghanistan and the resettlement process of the almost two hundred Afghans that had arrived in Ireland at the time of the meeting (a number which has more than doubled since). She noted the collaboration with IRC on Community Sponsorship opportunities for Afghan refugees, and highlighted the prioritisation of women human rights advocates, judges and civil society representatives as the most vulnerable to Taliban reprisals.

The Oversight Group meeting in December focused on efforts to end SGBV and an overview of activities to mark the 16 Days of Activism against Gender-Based Violence. Ireland's Ambassador to Sierra Leone/Liberia Claire Buckley, and Kate O'Donnell, Head of Development, Embassy Monrovia, briefed Oversight Group members. Ambassador Buckley spoke about the Mission's engagements with the Government on the issues of gender governance in the development plan for Sierra Leone and on the country's Gender Empowerment Bill, as well as providing support for the implementation of the country's second NAP. In her intervention, Kate O'Donnell emphasised the role that the WPS Agenda can play in peacebuilding efforts in Liberia. In December 2020, rape was declared a national emergency by the Liberian president and the Mission is planning to focus its efforts on preventing violence against women,

improving accountability for SGBV and increasing women's participation.

Representatives from the International Rescue Committee presented their work on SGBV, facilitated through a multi-annual partnership with Irish Aid. The International Rescue Committee's work aims to protect women and girls in acute emergencies and protracted crises, with a focus on Burundi, Cameroon, Ethiopia, Kenya, Somalia and South Sudan. The organisation's GBV Response, Preparedness and Recovery programme ensures survivors can access quality and timely care and are provided with training to increase their skills and knowledge on GBV responses. Thus, women and adolescent girls are empowered to organise and take active public and private roles to advance gender equality.

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## Challenges

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At multiple points throughout 2021, women's rights around the world came under attack through concerted efforts to undermine and oppress women and slow or set back progress towards gender equality.

The continuing impact of the COVID-19 pandemic throughout 2021 laid bare how universal, foundational and structural gender inequality really is. It also made clear how urgent it is to redouble our efforts, to avoid reversing gains. Globally, women were 2.4 times more likely to lose their jobs as a result of the pandemic and move into poverty.<sup>3</sup> It is estimated that 47 million women will move into extreme poverty as a result of the pandemic. Women take on the overwhelming additional burden of care – this was the case both before and during the pandemic. The pandemic also resulted in an alarming increase in gender-based violence (GBV), and a global crisis in girls' education, with an estimated 20 million girls expected to never return to school. Tackling this requires strengthening our partnerships and supporting those working on the ground.

Many conflicts, both entrenched and emerging, continued to disproportionately affect women and girls. From Myanmar to Tigray, women and girls continued to be subjected to sexual and gender-based violence (SGBV) with conflict-related sexual violence (CRSV)

wielded as a weapon of war. The fall of Kabul in August 2021 highlighted how quickly women's rights can be rolled back in times of crises and re-emphasised the need for the international community to cement gains made in women's rights.

However, these challenges have also served to shine a light on the resilience, strength and bravery of women peacebuilders and women's rights activists around the globe. Whether it was supporting their communities in the face of the pandemic or conflict, women have continued to work for peace and stability.

The lessons from 2021 must strengthen the resolve of the international community to accelerate our efforts to realise the transformative potential of UN Security Resolution 1325.



*A participant in a workshop organized by Amani Initiative under WPHF's COVID-19 Emergency Response Window in Uganda. WPHF's flexible, institutional funding allowed them to strengthen their IT infrastructure to sustain their critical work to prevent child marriage and contribute to peace in their communities. © 2021 Amani Initiative*

3) <https://www.thinkglobalhealth.org/article/covid-19-led-worse-social-and-economic-consequences-women>

## 2

# Domestic Implementation

## An Garda Síochána

### Human Trafficking

#### **The Human Trafficking Investigation and Co-ordination Unit (HTICU) and the Organised Prostitution Investigation Unit (OPIU):**

To ensure An Garda Síochána implements a victim-focused approach to tackling human trafficking for both labour and Sexual exploitation, it has located the Human Trafficking Investigation and Co-ordination Unit (HTICU) and the Organised Prostitution Investigation Unit (OPIU) within the Garda National Protective Services Bureau (GNPSB). The HTICU and OPIU undertake investigations relating to human trafficking and provide advice, support and, where necessary, operational assistance to personnel within An Garda Síochána who at a local level undertake relevant investigations. The HTICU and OPIU also liaise with our International Policing Partners, Irish INGOs and NGOs and provide training to both An Garda Síochána members and other frontline persons who encounter human trafficking on the island of Ireland.

#### **Human trafficking in Ireland during 2021:**

During 2021, forty-four (44) victims of human trafficking were identified, this is six (6) persons more than the thirty-eight (38) reported in 2020. All victims identified during 2021 were adults, twenty-eight (28) females and sixteen (16) males. However, An Garda Síochána is acutely aware of the hidden nature of human trafficking and the possibility that not all incidents of human trafficking are discovered or notified to them.

#### **Successful prosecutions and convictions:**

2021 saw the first two (2) successful convictions for Human Trafficking offences since the introduction of the 2008 Criminal Law (Human Trafficking) Act. The convictions contributed in a significant way to the dismantling of a Nigerian Organised Crime Group (OCG) operating in Ireland for the purpose of Sexual Exploitation. Of particular importance is the fact that four (4) victims of human trafficking were identified in the course of the relevant investigation and they were removed from circumstances of vulnerability and provided with appropriate supports. Two (2) adult females received sentences of sixty-eight (68) months imprisonment and sixty-one (61) months imprisonment respectively for Human trafficking and Sexual exploitation of four (4) adult women. Furthermore, a third person, a male, received a twenty-seven (27) month (Suspended) sentence for associated Money laundering offences.

During 2021, the Human trafficking Investigation and Co-ordination Unit (HTICU) arrested and charged two (2) South American nationals for Human trafficking for Sexual exploitation as well as seventeen (17) other charges. Both Suspects remain in custody since their arrest and a trial date is set for October 2022.

In 2021, the Organised Prostitution Investigation Unit (OPIU) also saw the successful convictions of two (2) persons. The offenders were a husband (North African) and wife (Eastern European) and they were charged with one hundred and thirty (130) offences, which included Organised prostitution, Brothel Keeping, Money

laundering, Theft and fraud. They received sixty (60) month and a forty-eight (48) month (Suspended) sentences respectively.

**Safeguarding persons in the sex trade during Covid-19:**

In late 2020 and early 2021, a safeguarding operation was organised in response to restrictions imposed by the COVID-19 pandemic. This operation was led by the OPIU in conjunction with relevant NGOs concerned for the welfare of persons involved in the sex trade. Four separate SMS messages in three languages (English, Romanian and Portuguese) were sent to persons advertising on Sexual services websites.

*"Message from the Irish Police/Gardaí: Gardaí (Irish Police) are concerned for your welfare during these times. Should you have any concerns please contact us for assistance on 0868282704. In emergency dial 999. Stay safe. From the Organised Prostitution Investigation Unit."*

Further, in early 2021 both An Garda Síochána and the Police Service of Northern Ireland (PSNI) jointly communicated SMS messages to persons advertising sex work, offering help and support if required and providing dedicated phone lines that could be contacted if any assistance was required. Relevant NGOs, were advised in advance of the initiative involving the distribution of SMS messages. Over 4,000 messages were sent and according to the NGOs involved the reaction was positive. Any responses received were responded to and, where requested, further direct contact was initiated.

**Cross Border Human Trafficking Operations:**

During September 2021, the OPIU in conjunction with the PSNI's Modern Slavery Human Trafficking Unit, undertook an operation involving cross border co-

operation. Relevant operational activity was undertaken in counties that are located along the border with Northern Ireland and was focused on sex workers that have worked both North and South of the land border. A number of sex workers were subsequently referred to particular NGOs, including Ruhama and the Woman's Health Service, and a number of males who were suspected to be engaged in the purchase of sex were stopped by the OPIU and provided cautioned statements with files subsequently prepared and forwarded to the Office of the Director of Public Prosecutions (DPP).

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## Irish Refugee Protection Programme

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### Response to Crisis in Afghanistan

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Since the Taliban's seizure of power in Afghanistan in August 2021, Ireland has acted swiftly to demonstrate solidarity with and to provide support to the Afghan people, including focusing on those who are especially vulnerable in terms of the risk to their freedom and safety.

Working with the Department of Foreign Affairs and the Department of Justice, the IRPP within the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), has brought 500 Afghan nationals to safety in Ireland since August 2021. The IRPP continues to work with partners across Government and civil society to identify those most at risk in Afghan society with a focus on women and children; the LGBTI+ community; equality activists and members of equality organisations or those involved in the public promotion of equality including gender equality in Afghanistan; human rights defenders, including members of human rights organisations and those publically promoting human rights in Afghanistan; journalists; female members of the judiciary; and former local employees of international organisations, and others.

Welcoming these Afghan nationals and their families into Ireland includes ensuring necessary supports are in place to meet the diversity of needs that exist. Many Afghans have settled directly into Irish communities and been supported by members of civil society but a significant portion have required more direct support. This includes being accommodated in Emergency Reception and Orientation Centres (EROCs). EROCs provide a safe and calm environment where families who have endured trauma and loss can take

time to recover physically and mentally, to familiarise themselves with Irish society, to begin to learn English, and to start planning for their future.

This approach also allows for the rapid delivery of initial orientation services, and engagement with local service providers to deliver needs assessments and cultural orientation. This includes addressing gender issues and providing information and access to TUSLA's (Child and Family Agency) Domestic, Sexual & Gender Based Violence Services, including input from An Garda Síochána. On-site services also include school placements for children of a school going age and, access to GP and mental health services.

The IRPP works closely with Local Authorities in identifying appropriate accommodation and arranging the settlement of programme refugees into the communities. Inter-agency working groups operate in each Local Authority where settlements are taking place to coordinate the delivery of integration and cultural orientating services.

These inter-agency working groups include representatives of the Local Authority, Education and Training Board, Education Welfare Service, HSE, Public Employment Services, An Garda Síochána, and other Community Organisations. This model ensures appropriate services can be prepared and delivered, including the appointment of Regional Support and Intercultural Officers who engage directly with the families in managing and supporting them through their initial settlement period.

The focus of this work is to provide accommodation and services that can equip refugees with the necessary skills and support to successfully integrate into Irish communities.



*Mariam Safi, International Relations advisor and research expert on Afghanistan.*

*Photo: UN Women/Ryan Brown*

### 3

## International Implementation

### WPS-Humanitarian Action Compact

The Generation Equality Forum (GEF) was convened by UN Women and hosted by the Governments of France and Mexico to mark the 25<sup>th</sup> Anniversary of the Beijing Declaration and Platform for Action on gender equality. The Forum was scheduled to be held in 2020 but was postponed to 2021 due to the outbreak of the COVID-19 pandemic.

The GEF saw the launch of six multi-stakeholder Action Coalitions, and a Compact on Women, Peace and Security and Humanitarian Action (WPS-HA), to drive progress on key issues relating to gender equality. The Action Coalitions and Compact comprise Member States, international organisations, civil society organisations and the private sector.

The Forum comprised of two main high-level events, which were the culmination of over a year of thematic, regional and other global

consultation processes. The opening event took place in Mexico in March 2021, where Minister of State for Overseas Development Aid and Diaspora Colm Brophy, TD, took part in a virtual roundtable discussion on 'Girls' and Adolescents' Participation in Building a More Equal World'. Political Director Sonja Hyland took part in a virtual discussion on the theme of 'Crisis in the Achievement of Gender Equality in Peace and Security and Humanitarian Action', where she spoke of the synergies between Ireland's work as co-chair of the Informal Expert Group (IEG) on WPS at the Security Council and the WPS-HA Compact.

The second event was a Summit of Heads of State and Government hosted in Paris from 30 June to 2 July. Minister Simon Coveney announced Ireland's commitments via video message at the launch of the Compact on 2 July<sup>5</sup>:



Minister Coveney's remarks at the launch of the WPS-Humanitarian Action Compact  
Credit: WPS-Humanitarian Action Compact Secretariat

4) <https://www.dfa.ie/news-and-media/press-releases/press-release-archive/2021/march/minister-brophy-to-participate-in-generation-equality-forum-mexico-city.php>

5) <https://twitter.com/wpshcompact/status/1377348097227943936>

The Compact is an inclusive global movement with over 161 signatories, which calls for the redesign of peace and security and humanitarian processes to systematically and meaningfully include women and girls in the decisions that affect their lives. This includes peacebuilders, refugees, and other forcibly displaced and stateless women and girls. Ireland made a commitment to champion the full participation of women, and the inclusion of gender-related provisions in all ceasefire and peace agreements. It also pledged to



*Credit: WPS-Humanitarian Compact Secretariat*

provide regular funding for services - including sexual and reproductive health services - for survivors of SGBV.

Ireland was appointed a Board member of the Compact on WPS-HA in March 2021 in recognition of its strong international profile in promoting the Women, Peace and Security Agenda, and humanitarian work, including in the context of our current term of the UN Security Council. Since the launch, Ireland has been engaging with UN Women and Compact members in developing a comprehensive implementation and accountability framework.

In order to encourage other stakeholders, including UN member states, to become signatories to the Compact, Ireland will lead by example. In 2021, we have increased our investment in preventing GBV, and pledged new commitments totalling approximately €15 million to address GBV in emergencies as well as female genital mutilation (FGM). Ireland has also stepped up its support to grassroots women peacebuilders through the Women's Peace and Humanitarian Fund (WPHF) – a key organisation in supporting women's participation in peace and security issues – pledging a total of €1.2 million from 2022 to 2026.

Ireland is also championing girls' adolescent education and scaling up support for girls' education and empowerment under the Global Ireland initiative and A Better World, Ireland's Policy for International Development, including by investing a minimum of €250 million of Official Development Assistance (ODA) in education over five years, with a strong focus on gender-transformative education.



*Irish Peacekeeper*

*Credit: Defence Forces*

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*Irish Peacekeepers*

*Credit: Defence Forces*

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## Ireland at the UN Security Council

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### Informal Expert Group on Women, Peace and Security

Ireland acts as co-chair, alongside Mexico, of the Informal Expert Group (IEG) on Women, Peace and Security (WPS). Established by UNSCR 2242 in 2016, the IEG brings together experts at the working level to facilitate a more systematic approach to WPS within the Council's own work and enable greater oversight and coordination of implementation efforts.

The IEG meets approximately 6-9 times a year. Issues (usually country files) are selected for discussion at the IEG on the basis of various criteria, e.g. 'strategic opportunity for impact by the Council', such as ahead of a Council visiting mission or a mandate renewal. Its meetings are addressed by the senior UN leadership in the country under discussion (e.g. Special Representatives or Special Envoys of the UN Secretary-General), giving the opportunity for experts to engage them in Q&A on the situation regarding WPS in the field. UN Women, a core development partner of Ireland, acts as the Secretariat for the IEG.

In 2021, the IEG held meetings on South Sudan, Yemen, Libya, Mali, Lebanon, Somalia, Afghanistan and Haiti. They also held a meeting on the theme of Women's Protection Advisers (WPAs) in November. Following the IEG meetings, recommendations are issued as an official document of the UN Security Council and feed into the Council debates. The impact of this work can be seen in the increased capacity of Security Council members for engagement on WPS.

In advance of IEG meetings, Ireland engages with civil society – including Irish partners – to ensure their views are carried forward into the main meetings. Such engagement includes briefing sessions led by the Irish Consortium on Gender Based Violence (ICGBV). The co-chairs also engage with civil society in advance of meetings with the UN leadership, in order to carry forward their views.

### International Women's Day Arria-formula Meeting

On International Women's Day, the 8th of March 2021, Ireland co-hosted an Arria-formula meeting at the UN with Mexico entitled "*Call to Lead by Example: Ensuring the Full, Equal and Meaningful Participation of Women in UN-led Peace Processes*". Twelve UNSC Member States co-sponsored the meeting, representing all five regional groups. It transmitted a clear message to the UN in support of stronger leadership on ensuring the direct and substantive participation of women in peace and political processes it leads or co-leads.

Briefers included Under-Secretary-General for Political and Peacebuilding Affairs Rosemary Di Carlo; Special Envoy for Syria Geir Pedersen; Bronagh Hinds, an advocate for women's rights from Northern Ireland; and Rasha Jarhum, a woman peacebuilder from Yemen. The meeting also explored how to promote the participation of marginalised women, young women and women from grassroots organisations in peace processes and to consider how to overcome obstacles that prevent such representation.

## Peacekeeping

Ireland has long argued that in order to fully address the question of how to increase women's participation in peacekeeping, there needs to be a move beyond numbers and quantitative targets. This why in the first half of 2021, Ireland, along with Germany, Namibia, South Africa, Bangladesh, Kenya, Indonesia, and Canada, initiated three panel discussions exploring the structural and institutional barriers to the full participation of women in peacekeeping and the means by which they might be addressed.

The first event focussed on barriers to women peacekeepers in the field, the second event on barriers at the national level, and the third related to the potential for progress on this issue in the new era of Action for Peacekeeping Plus (A4P+).

The aim of the series was to draw on the insights of civil society, UN representatives, Member States and women peacekeepers themselves in order to look at what action could be taken. As a result, an outcome document - *Breaking Barriers: Women in Peacekeeping*<sup>6</sup> - which highlights six concrete, actionable recommendations, was developed. On July 8 2021, Minister Coveney and representatives from the series co-sponsors handed over the document and its



Minister of State Brophy and Amb. Geraldine Byrne Nason and UN Secretary-General Guterres at the 2021 WPS Open Debate

Credit: UN Photo/Evan Schneider



Ambassador Geraldine Byrne-Nason chairs the UN Security Council

Credit: UNP Photo

recommendations to Under-Secretary-General for Peacekeeping Operations Jean-Pierre Lacroix.

At the Security Council, Ireland has been actively engaging in peacekeeping mandates renewals and striving to ensure WPS provisions are included and mainstreamed across all mandates.

## WPS Presidency Trio

In September 2021, at Ireland's initiative, Ireland, together with Kenya and Mexico, launched an innovative 'WPS Presidency Trio' committing to integrate WPS fully into all discussions of the Council, and to mainstream WPS across all thematic and country files, during our respective presidencies (September, October, November). This cross-regional initiative aimed to help close the persistent gap between rhetoric and reality that has hampered the realisation of the Agenda's full potential -- especially on the ground.

The Presidency Trio resulted in some notable achievements, including a significant improvement in the gender balance of briefers to the Council, both of those from civil society and those from within the UN system. Across the three presidencies, some 35 women civil society briefers participated in Council meetings. This represented 49% of all

6) Available at [https://www.dfa.ie/media/dfa/ourrolepolicies/peaceandsecurity/21-016\\_WPS-Gender-Champions-Outcome-Document\\_Final\\_Digital.pdf](https://www.dfa.ie/media/dfa/ourrolepolicies/peaceandsecurity/21-016_WPS-Gender-Champions-Outcome-Document_Final_Digital.pdf)

At its conclusion, the WPS Presidency Trio drafted six best practice principles on WPS for future Security Council presidencies:

1. Pursue gender parity across briefers in each presidency month.
2. Invite women briefers to share their expertise on peace and security, including, but not confined to, the gender perspective.
3. Ensure strong representation of diverse women civil society briefers, taking care to ensure their safe participation and to prevent, mitigate and address reprisals, and commit to meaningfully advancing their recommendations.
4. Continue to advance substantive mainstreaming of WPS across country-specific and thematic agenda items by integrating substantive WPS language in Council products, encouraging the inclusion of gender analysis in briefings by UN entities, and incorporating a gender perspective in signature events.
5. Continue the practice of hosting periodic geographic and thematic meetings focused on WPS.
6. Identify opportunities to highlight the WPS aspects of Security Council discussion in public diplomacy and engagement with the press, including through WPS-focused stakeouts and emphasising WPS in presidency press conferences and wrap sessions.

the women NGO and civil society briefers to brief the Council in 2021 and was also the largest number of CSO briefers ever invited by the Council in a single year (and a 26% increase on 2020).

Indeed, Ireland placed women civil society briefers at the heart of our presidency, bringing 17 civil society briefers in total to participate in council discussions on conflict countries on the agenda. Additionally, 16 of these briefers were women, a level recognised by UN Women as a new record for women's participation at the Council. We believe that it is important that Council members learn first-hand of the key issues on the ground in countries experiencing conflict.

The commitments begun by the Trio have now been built upon and adopted by a further seven council members (Niger, Norway, UAE, UK, Albania, Brazil and France), with this number ever-growing.

## Statements

In 2021, Ireland continued to champion the Women, Peace and Security Agenda at the

UN, and it remains central to our membership of the Security Council. This includes advancing the agenda across all our work on the Council – including on country, thematic and peacekeeping files – as well as through ongoing engagement with civil society.

In the first half of our two-year term, we sought to promote accountability for conflict-related sexual violence including in our work on sanctions. We have included language on WPS in statements on issues such as maintaining peace and security, climate and security and peacekeeping. We have also integrated it into our engagements with various regional and country files, including Haiti, Somalia and the Sahel as well as in response to emerging crises such as Tigray and the takeover by the Taliban in Afghanistan in August 2021.

In April 2021, at the Security Council's Open Debate on Conflict-Related Sexual Violence (CRSV), Ireland, represented by Ambassador Geraldine Byrne Nason, highlighted that to eliminate sexual and gender-based violence, including in conflict, it is fundamental to achieve gender equality. We emphasised the importance of listening to and empowering survivors of sexual violence, as well as ensuring accountability for perpetrators.

In October 2021, Minister Brophy participated in the annual Open Debate on Women, Peace and Security chaired by Kenya, entitled “Investing in Women in Peacekeeping and Peacebuilding”. During the debate, the Minister reiterated Ireland’s long-standing commitment to and leadership on the WPS Agenda, while also highlighting the importance of empowering women, raising their voices and investing in them. The Minister stressed the need to ensure the participation of women peacebuilders in peace and political processes, expressed Ireland’s support for civil society and human rights defenders, and endorsed the call of the Secretary-General in his report, for states to privilege social over military spending.

support of gender-responsive peacebuilding, in excess of the target of 30%.

## Peacebuilding Fund

In 2021, Ireland also granted €2 million to the UN Peacebuilding Fund (PBF), part of our total pledge of €10 million over the 2020-2024 period. The PBF adopts proactive measures to support peacebuilding approaches that promote gender equality and works to make sure that its entire portfolio is gender mainstreamed. In 2021, the PBF allocated 47% of its total investments in



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# WPS Across the Mission Network

## Mission Case-Study: Addis Ababa

Ethiopia is a long-standing and important partner for Ireland in Africa, and it is a country that has traditionally played a pivotal role in peace and security in the Horn of Africa. Our embassy in Addis Ababa has been at the forefront of efforts to implement Ireland's WPS commitments across the four pillars of the agenda through a range of policy and programme priorities.



### Prevention

The mission is committed to a comprehensive approach to conflict prevention, including addressing root causes. Gender inequality is both a driver and a result of conflict. Therefore, addressing the root causes of conflict needs a comprehensive approach and, importantly, needs to be viewed through a gender lens. Ireland's support will aim to strengthen the institutional framework and mechanisms in Ethiopia that effectively respond to the unique needs and priorities of women and girls.

#### Key Intervention: Supporting Women in Dialogue and Women ex combatants in Somali Region

Our partners in Somali Region, Conciliation Resources (CR), and local partner, KasmDev, have worked to get the buy-in of traditional leaders to accept women's role in grassroots reconciliation initiatives and broader political processes. The programme has established a Women's Dialogue Space (WDS) initiative, encouraging more women to join political and peace processes.

Over the past year with CR's support, women ex-combatants have also started working together as an informal network. They have now officially registered as the CSO, Hay'ada Gabdhaha Horumd (HGH), and are now ready

to put together an annual plan for advocacy and support for women ex-combatants. This registration as a CSO will also ease formal engagement with the government, help them organise for collective action, and institutionalise their organisation and mobilisation. This empowers women ex-combatants to use peaceful avenues to continue to fight for what they believe in and will help ensure the work they do is self-initiated and self-directed.

### Participation

The mission is committed to strengthen the capacity and voice of women's rights and women-led organisations for stronger advocacy around women's representation in peacebuilding and conflict resolution processes.

#### Key Intervention: Supporting Civil Society and Women's Coalitions in preparation for National Dialogue

The establishment of the Ethiopian Commission for National Dialogue (CND) has attracted significant interest from the international community. Since 2019, the mission supported Destiny Ethiopia and the Multi-stakeholder Inclusive National Dialogue (MIND) Consortium, who have actively promoted the need for National Dialogue in recent years. This includes a strong focus on

the inclusion of women to meaningfully participate and influence the process and outcomes of the National Dialogue. In this context, the mission and its partners, Inclusive Peace and Destiny Ethiopia, are preparing to support efforts by a newly formed and credible *Coalition for Women's Voice at the National Dialogue* towards women's meaningful participation and influence in the National Dialogue. A formal partnership between the Irish Embassy and the Coalition for Women's Voice at the National Dialogue is planned for the latter part of 2022.

### **Protection**

Ireland's commitments to protection include the promotion and protection of human rights, the prevention and protection from GBV and SEA, ensuring gender-responsive peacekeeping and peacebuilding and relief and recovery.

#### **Key Intervention: Partnership with Save the Children and ODI applying Gender Transformative Approaches (GTA) to ending FGM and Child Marriage in conflict affected contexts**

The mission's partnership with Save the Children and the Overseas Development Institute (ODI) in Somali and Afar regions is designed to take a transformative approach to tackling social norms, including in conflict and crises-affected contexts, primarily in the prevention of and protection from the two most common forms of GBV (FGM and Child Marriage). Through supporting community level structures (girls clubs, women's networks), traditional/religious leaders, media and local authorities, it aims to engage with 60,000 individuals in the 2 regions.

The programme facilitated community dialogue and media campaigns, showing promising results in positive behaviour change towards ending the harmful practice of FGM and Child Marriage. An anti-FGM

campaign has improved religious and clan leaders' awareness of and commitment for the abandonment of FGM, and contributed to an Islamic fatwa declaration banning the practice of FGM in Somali region.

### **Promotion**

Ireland's strategic outcome on promotion in our current NAP on WPS is to ensure our commitments and actions on the WPS Agenda, including lesson sharing, are enhanced and demonstrated by advocacy, communication and engagement at local, national, regional and international levels. In Ethiopia, this involves raising our own voice in support of the WPS Agenda but also working with Ethiopian institutions, likeminded countries and partners to raise the voice of women leaders and peacebuilders across Ethiopia.

#### **Key Intervention: St. Brigid's Day events on Women's role in Peacebuilding**

The mission in Addis Ababa organised St. Brigid's Day (SBD) events focusing on women's political participation in the run-up to elections in 2021 and the role of Women in Peace Building in 2022, coinciding with the announcement of a Commission on National Dialogue.

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## Focus Countries

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### Ethiopia

#### Multilateral Engagement with the African Union



In 2021, the Embassy of Ireland in Addis Ababa continued to work with the African Union's (AU) Special Envoy on Women, Peace and Security Bineta Diop to advance the WPS Agenda in Africa.

As part of a package of Irish support, WPS and Gender focal points from Member States across the African Union gathered at the Kofi Annan International Peacekeeping Training Centre (KAIPTC) in Accra, Ghana, for a workshop on enhanced monitoring and implementation of UNSCR 1325. Over the course of two days, participants discussed design, preparation and implementation processes for WPS National and Regional Action Plans. In Train the Trainer sessions facilitated by KAIPTC's WPS Institute, participants looked at ways to incorporate the Continental Results Framework into their monitoring activities. They explored how to put the right mechanisms in place for accurate data collection, so as to better inform decision-making and in turn improve the lives of women. They also shared experiences from across the continent of how reporting on WPS indicators is being integrated into emerging security threats, such as COVID-19.

Embassy Addis Ababa's support also facilitated the third intergenerational retreat of the African Women Leaders Network

(AWLN), which is the continental network of women leaders championed by AU Special Envoy. Bringing together more than 25 national chapters, the retreat explored intergenerational ways to support young women leaders and their organisations through challenges such as the COVID-19 pandemic. The members discussed approaches to strengthening the resilience of young women leaders, and increasing their partnerships across the African continent in the post-Beijing+25 world.

# West Africa

## Sierra Leone



2021 was the third year of Sierra Leone's 2nd National Action Plan on UNSCRs 1325 and 1820 (2019-2023). The Mission continued supporting WPS issues through advocacy, policy engagement and implementing partners' interventions.

The Minister of Gender and Children's Affairs (MoGCA) tabled the Gender Empowerment Bill in Parliament for its First Reading in October 2021. The Bill seeks to increase women's political representation, setting a 30% quota in elective and appointive positions; women's economic empowerment; and gender mainstreaming in the public sector. The Bill is expected to be tabled in Parliament for its Second Reading in the second quarter of 2022. MoGCA also launched the National Strategy for the Response to Sexual and Gender Based Violence (2021-2023). The Mission continues to co-chair the Gender Donor Coordination Group<sup>7</sup> and is also a key member of a broader coalition supporting these changes.

The Mission, through UN Women, supported two of the six government One Stop Centres (OSC) to provide comprehensive services and facilitate access to justice for survivors of SGBV and through the United Nations Population Fund (UNFPA), supported a call handler at the SGBV national helpline. In 2021, the OSCs provided services to 859 clients while 414 SGBV cases were reported through the helpline. The Mission also continued support to Rainbow Initiative to provide free quality health and psychosocial services to survivors of SGBV and engage communities on SGBV prevention in five regions in the country.

The Mission supported the Mano River Women's Peace Network (MARWOPNET) to implement a project -- '*Promoting women's meaningful participation in political life in Sierra Leone*' -- to consolidate women's leadership and strengthen their voices as champions for peace and cohesion, while addressing the existing disparities in leadership in Sierra Leone. The project trained 200 community women in political life with focus on gender and leadership.

The Mission, through 'SEND Sierra Leone' and 'Search for Common Ground', continued implementation of the '*More than a Woman: Strengthening Women's Participation in Politics and Governance*' and '*Women Unite! Strengthening Women-led Social Cohesion and Accountability Sierra Leone*' projects that aim to increase the capacity, voices and spaces of women to participate in politics, social cohesion and accountability for inclusive decision-making at district and regional level. The economic, political and advocacy capacity of over 100 women groups and networks across seven districts were strengthened. Capacity support to women and advocacy engagements on gender-sensitive budgeting saw gender-sensitive budget allocations in key sectors in five local councils increase from 1.21% in 2018 to 29.33% in 2021.

Other progress, separate to the work of the Mission, could be seen by the decision in September 2021 to establish a Gender Affairs Unit at the Office of National Security to coordinate WPS efforts in the security sector. The Unit is in the process of formulating a Gender Policy.

7) The mission co-chairs with UN Women the Development Partner's Coordination Group on Gender Equality (with representatives from the EU, FCDO, UN Women, UNFPA, UNICEF, UNDP, World Bank, African Development Bank (AfDB), USAID and IMF) which is a critical platform for Gender Equality in Sierra Leone.



Women Parliamentarians - Freetown, Sierra Leone. Africa 2019

Credit: Phil Behan / Department of Foreign Affairs

# West Africa

## Liberia



In 2021, the Irish Mission in Liberia entered the first year of a partnership with UN Women to implement the project, *“Supporting Community Engagement on Women’s Political Participation”*, which aims to increase women’s participation in elections, politics, public life, and peacebuilding mechanisms. This is achieved through strengthening women’s transformative leadership capacity and advocating for the inclusion of women in local and national governance. This work is primarily carried out through the peace huts and rural women’s networks and associations. The project provided transformative leadership training to peace huts’ women to recognise and address barriers and inequalities challenging women’s participation in peacebuilding and democratic processes. It also equipped them with communication tools and strategies to influence others to recognise and respect the rights of women.

The Mission continued a partnership with ZOA in 2021, implementing the project *“Strengthening Inclusive Civic, Political Participation and Promoting Constructive Engagement for Sustained Peace in Liberia”*, focussing on the inclusion of women and people with disabilities (PWDs) in civic and political life. Through this programme, the Appreciative Inquiry approach has been piloted with these groups, and catalysed women and PWD to develop their local plans. In one county, development funds have now been allocated for construction of a ‘safe home’ for victims of SGBV. The programme

has also led to the appointment of women and PWD to key positions such as town chiefs, clan chiefs, and other local positions previously held by men. The project also trained and provided tool kits to women and PWD groups for Village Savings and Loans Association management, which has enhanced social cohesion and economic empowerment for women at the county level.

In Liberia, SGBV remains a significant widespread problem. In 2021, the Embassy supported the second year of a four-year programme, *“Raising Community Voices”*, whose goal is to see that women and girls are protected from and treated for the consequences of GBV. Some of the key achievements during the year were increased referral of GBV cases, with 1,210 GBV cases referred by local partners to health facilities and other service providers; and awareness raising and education of 1,020 girls to value who they are and to be able to stand up for their values. The programme was also able to engage with 1,360 men and boys through a transformative behaviour change programme. The mission also engages with the EU-UN Spotlight Initiative in Liberia.

## Southern Africa

### South Africa



The Embassy of Ireland in Pretoria has worked closely with the South African Government on the development of two key national strategies: the National Strategic Plan on Gender-Based Violence and Femicide and South Africa's first National Action Plan on Women Peace and Security. Both were published in 2020 and the Embassy's focus in 2021, working with Government, UN Women and our civil society partners, has been on implementation of these strategies.

In 2021, the Embassy developed a new project to popularise, translate and disseminate the National Action Plan through

a consortium of six civil society organisations. The project will also develop a first baseline report on WPS in South Africa to allow progress to be accurately measured during the lifetime of the plan. Ireland also supported the launch of the South African chapter of the African Women Leaders Network in November 2021 and our civil society partners have continued to provide vital services to survivors of domestic and sexual violence and support to women entrepreneurs to sustain their livelihoods.

### Zimbabwe



In 2021, Ireland continued its support through a number of partners to strengthen women's leadership and political participation, advance gender equality and address gender based violence. This work included training for aspiring women political leaders ahead of elections in Zimbabwe in 2022 and 2023, as well as the adoption of important gender equality policies by the National Commission for Peace and Reconciliation. Ireland provided support to prevent and respond to gender-based violence, including the construction and opening of a number of shelters for survivors of GBV and the provision of essential health care, including sexual and reproductive health care, to women and young girls all over the country to

mitigate the impact of the Covid-19 pandemic.

Ireland also provided support to women trade union leaders, young women human rights defenders and other women's rights activists to continue their critical work to improve human rights and gender equality in Zimbabwe. This support included providing training to editors and journalists on ensuring gender-equal reporting and less gender discrimination in the media in Zimbabwe. Ireland supported women's rights organisations and the Government to work to advance Zimbabwe's first National Action Plan on Women, Peace and Security which will hopefully be adopted in 2022.

# Middle East

## Israel/Palestine



As outlined in the National Action Plan, 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.

Women and girls in the occupied Palestinian territory face increasing and disproportionate impacts of the worsening humanitarian and security situation, which is resulting in an increase of civilian casualties and protection risks, deprivation of freedom of movement and forced displacement. Data shows that GBV is one of the main risks exacerbated by COVID-19-related restrictions and recent resurgence of violence.

Promoting and achieving gender equality is a clear policy priority of Ireland's programme of assistance in Palestine. In 2021, Ireland supported human rights organisations whose activities focused on women and girls through the Human Rights and Democratisation scheme. These included the Palestinian Initiative for the Promotion of Global Dialogue and Democracy (MIFTAH), which seeks to enhance the role of women in public life, and the Palestine Centre for Human Rights (PCHR), which provided legal assistance to the victims of human rights violations in Gaza, particularly marginalised women in Family Law and Gender-based cases.

Local elections took place in parts of the occupied Palestinian territory (oPt) in 2021.

Ireland provided funding to a project working to support an inclusive electoral process. This included strengthening the participation and representation of women in both civic engagement and the political process.

Ireland's humanitarian support also helped to address gender equality and respond to SGBV in the occupied Palestinian territory. In 2021, Ireland continued its support to the oPt Humanitarian Fund which aims to contribute to alleviating the suffering of vulnerable Palestinians. In 2021, this fund provided USD 3.2 million to projects that contributed to gender equality, including GBV prevention and awareness raising.

Ireland was active in advocating for gender equality in this context through its engagement in international fora, including during Ireland's membership of the UN Security Council. At monthly Council meetings on the situation in the Middle East, Ireland repeatedly highlighted the disproportionate impact of the conflict on women and girls, and stressed the importance of Palestinian women's full, equal and meaningful participation in public and political life. During Ireland's Presidency of the Security Council in September 2021, Ireland facilitated the participation in a Council meeting of two young women active in civil society, one Palestinian and one Israeli, highlighting the important role of civil society in local peacebuilding and women's empowerment.

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## Implementation of the NAP in Ireland's Overseas Development Aid

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Ireland's development cooperation programme has gender equality at its heart, with an overarching focus on women and girls in all our partnerships. Gender equality is one of the four priority areas in A Better World, Ireland's Policy for International Development (2019), cutting across all of our interventions. Through Irish Aid, Ireland's overseas development aid works to advance gender equality and women and girls' empowerment globally. Advancement of the Women, Peace and Security Agenda is crucial to that focus. A Better World notes the importance of close coherence with the NAP, which is a key instrument of Ireland's broader commitment to gender equality in development cooperation.

Ireland takes a twin-track approach to gender equality, focusing both on mainstreaming gender considerations in all our work, and on dedicated initiatives to target gender equality and the empowerment of women and girls. We rank among the OECD countries with the highest shares of bilateral allocable aid committed for gender equality in 2019-20, with over €290 million of Ireland's bilateral overseas development assistance either principally or significantly addressing gender equality, representing 80% of our total contribution. Gender considerations are mainstreamed across our interventions in all areas to increase women and girls' rights and empowerment. Gender-transformative

education is a priority within our education funding, and €10 million of our overall contribution to the Global Partnership for Education is earmarked to the Girls' Accelerator Mechanism. We also aim to address women's economic empowerment through different routes – through promoting girls' participation in science, technology, engineering, and mathematics (STEM), supporting women's financial inclusion, focusing our agriculture programmes on women farmers, and supporting climate

action that meets the needs of and is led by women.

These efforts were reinforced in 2021 in our commitments at the Generation Equality Forum (GEF) to further strengthen gender equality and women's rights, and particularly in our membership of the WPS-HA Compact. In 2021, Ireland increased our investment in eliminating GBV in a number of areas, including new commitments totalling approximately €15 million euro to address GBV in

emergencies and end FGM.

Ireland also increased our core funding support to UN Women to €2 million in 2021. UN Women is one of Ireland's key UN partners, which plays an important role supporting the WPS Agenda, including as the Secretariat for the Security Council's IEG on WPS. Ireland also provided support to the UN Trust Fund to End Violence Against Women (€250,000) and the Women Count



*Photo: Yunus Chanzi, a Sorghum farmer in Nyabu village, is a beneficiary of the Irish Aid funded Climate Smart Agriculture project executed by World Food Programme, that supports Small Holder Sorghum Farmers to improve farming resilience, income and nutrition in the drought-prone region of Dodoma, Tanzania. As part of the programme, Yunis has learnt to multiply and supply orange-fleshed sweet potato vines as an off-season farming activity.*

*Credit: Department of Foreign Affairs*

programme (€250,000). The UN Trust Fund to End Violence against Women provides funding and support to civil society and women's rights organisations working to address GBV. The Women Count programme is a UN Women programme seeking to improve the production, availability, accessibility and use of quality data and statistics on key aspects of gender equality and women's empowerment, including on WPS.

In 2021, Ireland also granted €2 million to the PBF. The PBF adopts proactive measures to support peacebuilding approaches that promote gender equality and works to make sure that its entire portfolio is gender mainstreamed. In 2021, the PBF allocated 47% of its total investments in support of gender-responsive peacebuilding, in excess of the target of 30%.

We place an emphasis on ensuring that women and girls are at the forefront of our response to humanitarian crises. In 2021, we increased our funding under the gender and protection in humanitarian response budget by €300,000 to €1.8m for multi-annual funding to Ireland's long-standing partnership with the International Rescue Committee. This provides services for women and girl refugees in protracted crises in five African countries. We also work with our multilateral partners to ensure that gender equality is at the centre of the global response to emergencies. In response to the COVID-19 pandemic, we engaged with the United Nations Office for the Coordination of Humanitarian Affairs (OCHA) to advocate for the inclusion of GBV prevention within the UN's Global Humanitarian Response Plan.

Dedicated funding also reflects our commitment to supporting research and advocacy to end GBV. Our contribution of €250,000 annually to Raising Voices reflects

our investment in supporting global best practice on violence prevention, and €70,000 to the ICGBV supports increased capacity within Irish NGOs on preventing and responding to GBV. The Department of Foreign Affairs and the Defence Forces also sit as members of the Consortium, sharing evidence and expertise and learning from other members on the prevention and elimination of gender-based violence.

Advancing women and girls' empowerment and full enjoyment of their social, political, and economic rights is also a key priority for Irish Aid and for the implementation of the NAP. Alongside ongoing work to drive women's economic inclusion, we are committed to funding a dedicated women's economic empowerment initiative in 2022. We know that women's economic empowerment is dependent on their social and political participation, and this will complement our ongoing work on gender-equal social and political engagement. Like all our work, this will take a transformative approach that goes beyond individual women and girls, and addresses structural and institutional barriers to gender equality and women's full, equal, and meaningful participation.

Our mission network is an essential element of the implementation of the NAP in our overseas development aid and broader diplomacy. This includes funding and supporting local organisations which focus on the empowerment of women and girls and on combatting GBV. Our Missions continue to be vocal advocates for women's rights in a number of settings, engaging directly with Governments and agencies to promote legal and institutional mechanisms to prevent and respond to GBV, and to advance women's social, political, and economic empowerment across society.

## 5

# Partnerships

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Through the Department's Stability Fund mechanism, Ireland has long-standing and trusted relationships with peacebuilding organisations throughout the world who work with women to build their capacity to effectively participate in peacemaking and dialogue.

In 2021, the Gaming for Peace (GAP) project, in collaboration with Trinity College Dublin, contributed to gender equality in peacekeeping and humanitarian missions through an online pre-deployment training which raises levels of gender awareness among peacekeeping personnel. This makes peacekeeping missions more comfortable environments for women, more effective in working with other organisations, and more engaging with local populations.

Ireland also supports regional organisations in their implementation of the WPS Agenda. In 2021, Ireland contributed funding to the

OSCE's WIN Project, which accelerates the implementation of the OSCE 2004 Action Plan for the Promotion of Gender Equality. We also supported the organisation's "Women, Water Management and Conflict Prevention" Project which incorporates gender perspectives in water governance and management while also increasing women's participation in conflict prevention and resolution in Central Asia and Afghanistan.

Another partner organisation, Crisis Action, works to increase the meaningful participation of women, women's organisations and networks in conflict prevention and conflict resolution, ensuring that women's voices are amplified and represented in ongoing peace negotiations.

The pursuit of accountability for SGBV violations is another area of focus. Crisis Action have been instrumental in the creation and support of the People's Coalition for the



Credit: WPHF/UN Women



*Born in Tolima, Colombia, María Ximena Figueroa Olaya is the leader and co-founder of Red de Mujeres Chaparralunas por la Paz, a network of more than 20 local women's organizations working to ensure women's meaningful participation in political decision-making and their full enjoyment of rights as Colombian citizens. With support from WPHF, María Ximena and her organization are addressing the economic impacts of COVID-19 and strengthening the economic resilience of rural and indigenous women in southern Tolima. © 2020 ONU Mujeres/ Juan C.*

Sahel, of which women-led and women-focused NGOs from Mali, Burkina Faso and Niger are core members. Crisis Action works with these women peacebuilders to ensure the People's Coalition shines a spotlight on the gendered aspects of the region's crises, specifically the intense vulnerability of displaced women in the largely ungoverned areas of each country.

Under the umbrella of 'Women in Peacemaking', CMI – Martti Ahtisaari Peace Foundation works with different stakeholders in conflict-affected countries with the aim of increasing women's political influence in peace and security. They also engage with the international peacemaking community to advance more gender-sensitive mediation practices. CMI's work in this regard is in direct support of the WPS Agenda, both in the different geographical contexts of its engagement (such as in Libya, Yemen, Palestine, Ukraine), as well as in the wider international peacemaking community.

Ireland is a core donor of the Women's Peace and Humanitarian Fund (WPHF) which

supports women's participation in peace and security and humanitarian processes through channelling direct and flexible funding to civil society organisations in crisis settings. Since its establishment, the WPHF has supported over 200 projects and 330 civil society organisations across 25 countries. WPHF supports a wide range of interventions relating to UNSCR 1325, conflict prevention, humanitarian response, women's participation in peace processes, protection against SGBV and human rights violations, as well as peacebuilding and recovery. The WPHF funds several grassroots women and youth organisations projects which seek to empower young women as drivers for peacebuilding, humanitarian and disaster response and accountability on SGBV, through socioeconomic reintegration programmes and entrepreneurship, legal and psychological support, trainings in leadership and conflict prevention and resolution. Initiatives include support to marginalised young women, survivors of SGBV, disabled girls and young women, displaced young women and refugees.

## 6

# Conclusion

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In 2021, Ireland continued to build on our reputation as leaders in the field of Women, Peace and Security. This took place not only through our Membership of the UN Security Council, but also through the dedicated work of colleagues at Headquarters and across the Mission network. Working closely with likeminded Member States, Regional Organisations, Civil Society and grassroots women's groups, Ireland has advanced the WPS Agenda in the face of crises, the COVID-19 pandemic and conflict.

The third NAP is a five-year plan and, as such, must be adaptable and flexible in responding to the current trends in domestic and global policy. Challenges around determining baselines continue to be addressed and issues identified will be considered during a mid-term review of the NAP due to take place in

late 2022. Ireland is not alone in encountering such issues, as all countries who have developed similar NAPs have difficulties in this regard.

The Oversight Group plays an important role in the implementation of the NAP, overseeing issues arising within the Plan and constantly being briefed on issues trending in the field of WPS to ensure that Ireland is up to date in its responses both domestically and internationally.

The promotion of WPS remains a key priority and commitment for the Government as displayed in the examples outlined in this report, and there is much to do in the coming years. WPS will remain a core component of Ireland's focus on gender equality and work on the international stage.



*With support from WPHF, Solidarity of Refugee Women for the Social Welfare (SOFERES), a local women's civil society organization in Malawi, is working to end school-related sexual and gender-based violence (SGBV) by increasing the number of adolescent girls completing their education and promoting their engagement in community decision making. Their projects aim to change the attitudes and behaviors of adolescent girls, boys, parents, communities and officials in relation to adolescent girls' rights to education, gender and sexual reproductive health. © 2021 SOFERES*

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# 7

## Monitoring Framework

1.1.1 DFA 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.	Baseline to be established in 2022
Overall level of policy implementation 2019-2023 (low, medium, high).	To be evaluated at end of NAP
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.	2 new strategies published in 2021 contained reference to WPS
#N of WPS principal and WPS significant projects and programmes supported globally and at country level.	Baseline to be established in 2022
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).	Medium
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 on WPS across Ireland's development and humanitarian work.	
€ and % baseline established and % proportional increase.	2020 ODA gender equality marker: G1 (significant) - €243,808,851 G2 (principal) - €48,961,359 G0 (not targeted) - €78,309,779 G1 + G2 (gender-focused): €292,770,210

Scoping exercise identifying all of Ireland's WPS interventions and gender-sensitive funding allocations.	On-going
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### 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

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

Level of implementation of gender equality commitments in A Better World (low, medium, high)	Medium
Strengthened poverty and vulnerability analysis, including baseline and specific measures to target the furthest behind first	
Baseline and targets established	On-going
Increased support to work on gender equality and climate action	
Evidence of activities addressing the different WPS-related impacts of climate change and environmental degradation	On-going

### 1.1.4 Prioritise education for girls and scale up our funding to education, especially for girls in conflict-affected settings

Allocation of Ireland's Official Development Assistance (ODA) to education in emergencies and protracted crises

% of Ireland's ODA allocated to education in emergencies and protracted crises Target of €250 million to education 2019-2023 inclusive	<p><b>€15.4million</b></p> <p>€10 million to Global Partnership for Education for 2021 €4 million to Education Cannot Wait in 2021 (final year of €2million annual contribution for 6 million 3 year commitment 2019-2021, plus additional €2million)</p> <p>Plan International Ireland receives Programme Funding (€1,365,653 in 2021) to deliver its development programme of work which works to strengthen inclusive education and to enable change in education policy and practice through its EQuIP programme across four countries in West Africa – Burkina Faso, Guinea, Guinea-Bissau and Mali.</p> <p>Concern implements education programmes providing safe, equitable access to quality education for girls and boys in Afghanistan, Chad, Niger &amp; Somalia.</p>
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<b>1.2.1 Ensure a whole of department approach to conflict that is gender sensitive.</b>	
Strengthen capacity and training around gender equality, GBV and gender-sensitive conflict analysis.	
#N of trainings and capacity building that include gender equality, gender sensitive conflict analysis and GBV response training for DFA staff and partners, including pre-posting training.	<p>Training in WPS was provided to colleagues both within the Department of Foreign Affairs and in other Departments as part of the pre-posting training.</p> <p>A further training session was run in collaboration with Professor Aisling Swaine of UCD on WPS for colleagues in the Department of Foreign Affairs and in the Department of Children, Equality, Disability, Integration and Youth.</p>
% and #N trainees report increased knowledge of gender equality, GBV and gender-sensitive conflict analysis.	Indicator to be reviewed in 2022
<b>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.</b>	
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.	
#N and % of early warning/ disaster and violence risk reduction reports that integrate a gender perspective.	To be measured in 2022
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	Not applicable at this time. IE does not currently directly fund any CT/PVE (counterterrorism/preventing violent extremism) initiatives. At European level however, the Commission has launched an evaluation of the Global Engagement on CT actions outside the EU, to assess the relevance, coherence, efficiency and impact of the EU's external response to Counterterrorism and P/CVE. The review methodology includes a specific gender dimension for assessment. As such, we expect more information in this regard in time for the WPS NAP mid-term review.
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)	In accordance with the Department's commitment to further capacity building under the National Cyber Security Strategy (2019-2024), Ireland is financially sponsoring several non-state stakeholders (with a preference given to female participants and those from developing countries), and facilitating their travel to take part in the upcoming July session of the Open-ended Working Group on cyber at the UN in New York.

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)	Work will get underway in 2022 with Climate Unit partners that work on gender and security and which may be well placed to progress research in the Pacific region. The scope of the research may change, subject to insights provided by partners and in recognition of the potential needs for Pacific SIDS in this thematic area.
% increase in funding	N/A
Level of impact of research on policy (low, medium, high)	Work will get underway in 2022 with Climate Unit partners that work on gender and security and which may be well placed to progress research in the Pacific region. The scope of the research may change, subject to insights provided by partners and in recognition of the potential needs for Pacific SIDS in this thematic area.
Strengthen support for gender equality and women's involvement in climate action	
Achievement of key indicators in Gender Action Plan for UNFCCC	<p>Ireland's support to the UNFCCC (United Nations Framework Convention on Climate Change) Gender Action plan continued to be essential in supporting Parties in achieving gender balance under the UNFCCC, improved gender mainstreaming at national level, and gender-responsive climate policy.</p> <p>The key achievements included support for successful adoption of the 5-year enhanced Lima work programme on gender and its gender action plan; enhancing women's meaningful participation at COP26 by providing travel support to female representatives from developing countries, including Uganda, Nigeria, Mozambique, Colombia, Rwanda, Burkina Faso, Ethiopia and Liberia.</p> <p>DFA Climate Unit met with civil society groups involved in the Women and Gender Constituency in the UNFCCC which provide capacity-building, training and advocacy on gender equality and integration in climate policy. While travel was restricted throughout 2020 and 2021, the WGC continued to provide virtual trainings and coordination of women-led organisations and representatives on gender responsive climate action.</p> <p>On Gender Day at COP26, a number of Parties announced new initiatives and funding to strengthen gender equality and women's leadership in climate action, including in accessing funding for gender-just climate solutions. Ahead of and during COP26, work to connect practitioners continued, with further discussions on supporting gender integration at the national and local level, particularly through operationalising the priorities and objectives of the Gender Action Plan.</p> <p>Further work on ensuring that international climate finance is gender responsive was pursued by Irish funded partner WEDO through active observation of the Green Climate Fund (GCF) board meetings, input to GCF policies and programming and interventions into funding proposals. WEDO also supported coordination of regional groups working on gender and the GCF where groups have worked together to build up the involvement of women's groups in regional projects up for funding from the GCF.</p>

1.2.4 Increase investment in and support for women's 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	Four current partner organisations have Gender Action Plans with two more under development.

  

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	
Provision of support through relevant funding streams	€80,000 provided to Women's International League for Peace and Freedom (WILPF) in 2021, for the implementation of their strategic plan, which includes advancing disarmament from a humanitarian perspective, raising awareness of the gendered dimensions of militarism, and promoting recognition of human rights obligations (including women's rights and prevention of gender-based violence.
#N of side events relating to or including masculinities	7 side events/panels addressing gender norms and impact on disarmament issues; no events exclusively focusing on masculinities.  In addition, DFA spoke at 6 other side events focused on gender generally, but not specifically on masculinities.
Level of research commissioned	No research commissioned in 2021 in furthering our work in the understanding the impact of harmful social norms, including masculinities and discriminatory gender norms on gender equality.
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	
Level of uptake of commissioned findings (low, medium, high)	N/A – Indicator to be reviewed in 2022
Invest in capacity building and analysis on the effects and drivers of harmful masculinities and discriminatory gender norms in broader programming	
Level of impact of research on policy (low, medium, high)	N/A – Indicator to be reviewed in 2022

  

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	
Increase support to programmes and initiatives aimed at preventing and responding to gender based violence, through whole of society engagement and transformative approaches	

#N of partners engaged in transformative GBV prevention programming and number of people (women and men) supported through the programming	7 partner organisations engaged in transformative GBV prevention programming are supported by DFA. These include UNFPA, UN Women, International Rescue Committee (IRC), the ICGBV, Raising Voices, Ifrah Foundation and Concern. These partners are active in a number of different countries, including the Central African Republic, Sierra Leone, Bangladesh, Haiti, Liberia and elsewhere.
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	High level of uptake - research on masculinities undertaken by Social Institutions on a Gender Index (SIGI) through OECD Dev. Resulting work has received interest domestically and from OECD delegation, circulated across DFA and collaboration continuing when future work arises.
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	
#N of projects funded through the Reconciliation Fund	<p>9 Projects funded in 2021</p> <p>In 2021, the Reconciliation Fund awarded grants to 9 projects that had, as their primary focus, the aim of supporting the role of women in peacebuilding. These included support for a range of initiatives e.g. fostering opportunities for women in local communities affected by the Northern Ireland conflict to build up their personal capacity and work to develop links and relationships with those from other backgrounds; supporting formal networks and forums (including on an all island basis) to enable women to have their voices heard, share experiences and insights and advocate on the issues that affect their lives; gathering and disseminating the views of women from more marginalised communities in Northern Ireland who have a potentially vital role to play in supporting peace.</p> <p>In addition to those projects which had a primary focus on women's groups/issues, many other projects supported in 2021 provided opportunities for women from various backgrounds and age cohorts to participate in broader reconciliation projects on a cross-community and/or cross-border basis.</p>

### 1.3.3 Consideration of the effects of masculinities by the Defence Forces

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	
Issues reflected in the third Defence Forces Action Plan	<p>An internal research piece was conducted in the area of military masculinities with a view to informing future action in this regard.</p> <p><u><b>Complete</b></u></p>

1.3.4 Gender equality is included in cultural orientation to Irish Refugee Protection Programme (IRPP) beneficiaries	
Provision of a Cultural Orientation to IRPP beneficiaries whereby societal norms of Ireland with regards gender equality is communicated	
Men are aware of cultural norms in Ireland	<p><b>DCEDIY – IRPP</b></p> <p>Work began in 2020. All arrivals are provided with Cultural Orientation. This includes gender issues and substantial reference to DSGBV including input from An Garda Síochána. In November 2020, a pilot programme was trialled with International Organisation for Migration (IOM). Learning from this is being integrated in current Cultural Orientation.</p>

## Participation

2.1.1 Increase the recruitment, retention, advancement and participation of women within DFA.													
Implement the Equality and Diversity Action Plan	In November 2021, DFA surveyed all staff on Gender, Equality, Diversity and Inclusion. The results of the survey, and subsequent focus groups, have fed into the development of a new Gender, Equality, Diversity and Inclusion Action Plan 2022-2025 that will be launched in late June 2022. This Action Plan has a dedicated pillar focused on further advancing Gender Equality within DFA. Work also began in Q3 2021 on the development of a Gender, Equality, Diversity and Inclusion Policy, which was launched in April 2022.												
The level of gender balance in the representation and participation of women at all levels of DFA reported through #N and %	Gender by grade (%)												
		ASEC+	PO	AP	HEO	AO	EO	CO	SVO	TCO	Intern	Other	Total
	2021	Female	28%	39%	48%	57%	55%	64%	69%	25%	100%	73%	33%
	Male	72%	61%	52%	43%	45%	36%	31%	75%	0%	27%	67%	42%
Report on % of women interviewed, recruited, retained and represented at all levels of DFA	DFA does not have statistics available on the % of women interviewed. The graphs below provide insight into the number of women recruited, retained and represented at all levels of DFA.												
% of People Joining DFA who are female in 2021 (by grade)													
Grade									%				
AO									100%				
AP									56%				

	CO	45%		
	Counsellor	50%		
	Development Specialist	70%		
	DSO	75%		
	EO	38%		
	First Sec	60%		
	HEO	100%		
	Third Sec	37%		
	Grand Total	46%		
Female retention: % of women by grade who remained in the Department in 2021				
Grade	Jan-21	Departures 2021	Retained	%
ASec+	9	1	8	89%
Cllr/PO	59	1	58	98%
CO	378	25	353	93%
EO	144	12	132	92%
FS/AP	166	4	162	98%
HEO	66	3	63	95%
TS/AO	97	2	95	98%
Total	919	48	871	95%
Increase in the level of affirmative measures for addressing the structural barriers to women’s representation and participation.	In 2021, DFA published its third report on the Gender Pay Gap along with an associated Action Plan. Since 2013, DFA has reduced its Gender Pay Gap from over 30% to 15% in 2021. As part of DFA’s commitment to reducing the Gender Pay Gap, it led on the establishment of an Inter-Departmental Working Group on the Gender Pay Gap, which acts as an informal means of sharing best practice in the area of reducing the Gender Pay Gap and promoting Gender Equality. Since its inception, the Working Group has met on four occasions.			
	The Department of Foreign Affairs (DFA) has continued to take actions to advance Gender, Equality, Diversity and Inclusion (GEDI) throughout 2021; GEDI is a core pillar of the Department’s HR Strategy 2019-2022, which broadly integrated key elements of the 2018 Equality and Diversity Action Plan. In 2021, DFA published its third report on the Gender Pay Gap along with an associated Action Plan. Since 2013, DFA has reduced its Gender Pay Gap from over 30% to 15% in 2021. As part of DFA’s commitment to reducing the Gender Pay Gap, it led on the establishment of an Inter-Departmental Working Group on the Gender Pay Gap, which acts as an informal means of sharing best practice in the area of reducing the Gender Pay Gap and promoting Gender Equality.			

	<p>To continue efforts to better support officers availing of maternity, adoptive and parental leave, DFA published a Guide to Supports for Maternity, Adoptive and Parental Leave in 2021. The guide was developed to provide a source of information and supports for colleagues before, during and after their maternity, adoptive and extended parental leave. The guide was also developed to assist line managers in supporting colleagues during pregnancy and prior to and on return from their maternity, adoptive or extended parental leave. New initiatives were launched through the guide, including ‘Keeping in Touch’ days, birth announcements and a commitment to develop a Parents Support Network.</p> <p>Other initiatives progressed by HR include a Guide to Supports for Transgender Colleagues, which was launched in April 2022, and a Menopause Policy, which will be launched shortly.</p>																
Provide internal capacity building to promote women in leadership roles within DFA.	<p>In 2021, the Department offered Executive Coaching to senior officers assigned or promoted to challenging roles. The Department also offers a Leadership Programme to newly appointed Heads and Deputy Heads of Mission.</p> <table><tr><th>2021</th><th>Female</th><th>Male</th><th>Total</th></tr><tr><td>Executive Coaching</td><td>29</td><td>18</td><td>47</td></tr><tr><td>Head of Mission Leadership Programme</td><td>13</td><td>9</td><td>22</td></tr><tr><td>Deputy of Head of Mission Leadership Programme</td><td>20</td><td>8</td><td>28</td></tr></table> <p>The Department also supports a number of external training programmes aimed at senior public servants, including the SPS &amp; PO Executive Leadership Programme &amp; the IPA Leadership Challenge programme where it ensures a 50-50 gender balance of DFA participants. 2 Female Officers were sponsored to take part in a Support for Women in Leadership Programme.</p>	2021	Female	Male	Total	Executive Coaching	29	18	47	Head of Mission Leadership Programme	13	9	22	Deputy of Head of Mission Leadership Programme	20	8	28
2021	Female	Male	Total														
Executive Coaching	29	18	47														
Head of Mission Leadership Programme	13	9	22														
Deputy of Head of Mission Leadership Programme	20	8	28														

2.1.2 Increase the participation of women in disarmament discussions	
Maintain a leadership role in the Disarmament International Gender Champions (IGC) network	
#N Leadership meetings attended by women in DFA	Covid-19 pandemic restrictions restricted travel by HQ staff to meetings.
Continue to promote a gender perspective in national statements to UN Disarmament fora	
High reported quality level of contribution to international fora	Covid-19 pandemic restrictions restricted travel by HQ staff to meetings.
Implement the Disarmament IGC Panel Parity Pledge. No longer support or participate in panel discussions or side events with single-sex panels	

% panels chaired by women	Where Irish officials are asked to participate in all-male panels on DNP issues, they raise this with the conference or meeting organisers and suggest a suitable female candidate.  DNP (Disarmament and Non-proliferation) Unit officials did not participate in any all-male panels in 2021.
Level of reported implementation of a gender perspective in national statements (low, medium, high)	<b>Indicator to be reviewed in 2022</b>
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	<b>Indicator to be reviewed in 2022</b>
Systematically advocate for gender responsive language and action in resolutions, working groups, training programmes and more throughout the Arms Trade Treaty process	
#N and quality of gender perspective and actions incorporated in resolutions, working groups, training programmes and more throughout the Arms Trade Treaty process (low, medium, high)	Ireland maintained a high level of engagement with the ATT process from the gender perspective, including incorporating gender specific language into 6 national interventions at ATT events in 2021.

<b>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</b>	
Draft and launch the Defence Forces Third National Action Plan on Women, Peace and Security	
Action Plan is written and launched	The Defence Forces' Third Action plan (2020-2024) was launched in December 2020.  <b><u>Complete</u></b>
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	This action will be ongoing throughout the life of the document.  Recent promotion of the first ever female Major General (25/05/21). As a result of recent media coverage relating to allegations of unacceptable behaviour in the workplace, the Organisational Culture Standing Committee (OCSC) has been established by the Defence Forces in order to drive and coordinate the process of cultural change within the Defence Forces. An Independent Review is also to be established by the Minister in 2022, which will carry out a robust examination of the systems, policies, procedures and workplace culture with a view to ensuring a safe workplace underpinned by dignity and equality for all members of the Defence Forces, both male and female. Extensive consultation has taken place with a number of Stakeholders, including both serving and former members of the Defence Forces, on the draft Terms of Reference for the

	Review, which is to be undertaken by entirely external and independent experts in the field. The Minister has also introduced a set of interim support measures for people affected by these issues, including the appointment of a Confidential Contact Person (CCP) external to the Defence Forces Chain of Command.
#N and % increase of women at middle and senior level management in Defence Forces	A recent working group reported on Increasing Women in the Defence Forces. This is now a standing committee to implement recommendations from this report.
Examine data gathering measures with a view to capturing the effectiveness of Defence Forces' training and organisational measures regarding the WPS agenda	
Data collected	This action will be ongoing throughout the life of the DF NAP.  In addition, a Defence White Paper Project is underway and entails the conducting of a survey to 'identify any impediments to the advancement of women in the PDF.' DF are currently analysing the results of this survey.
Additional data gathering measures explored in DF Third Plan	This action will be ongoing throughout the life of DF NAP.

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.	Generation Equality Forum commitment to investing at least €42 million in feminist and women's rights organisations and women peacebuilders over the next 5 years. This includes a 3 year commitment of €1.2 million from 2021 to 2023 to fund Saferworld for a project to support women peacebuilders and young peacebuilders and communities in Yemen in peacebuilding and a 2 year commitment of €400,000 to support women's right to access to information in Liberia. Also includes €10 million in core funding to UN Women (provided €0.5 million additional funding in 2021 - increased to €2 million core funding in 2021 from €1.5 million in 2020), and continuing at least €5 million average annual contribution to women's rights organisations from 2021 to 2026 inclusive. This also includes the Girls' Fund, in partnership with Plan International and Purposeful, with €150,000 per annum (new), and the Women, Peace and Humanitarian Trust Fund, with €250,000 per annum (increase from €200,000 per annum previously contributed to the Rapid Response Window on Women's Participation in Peace Processes). Concern implement programmes targeting communities and households through increased participation of women in decision making and control resources in Afghanistan, Burundi, Chad, DRC, Ethiopia, Niger, Rwanda, Somalia, South Sudan and Sudan.
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/A - Covid-19

#N of female briefers in UN fora supported by Ireland.	<p>&gt;19</p> <p>During Ireland's presidency of the UN Security Council in September 2021 16 of the 17 Civil Society Briefers invited to brief the Council were women. This was a new record for women's participation at the Council.</p> <p>Ireland co-hosted an <i>Arria-formula</i> meeting at the UN with Mexico entitled "Call to Lead by Example: Ensuring the Full, Equal and Meaningful Participation of Women in UN-led Peace Processes". Briefers included Under-Secretary-General for Political and Peacebuilding Affairs Rosemary Di Carlo; Special Envoy for Syria Geir Pedersen; Bronagh Hinds, an advocate for women's rights from Northern Ireland; and Rasha Jarhum, a woman peacebuilder from Yemen.</p>
% mediators and participants demonstrating awareness of gender perspectives.	<b>Indicator to be reviewed in 2022</b>
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	<p>International Rescue Committee partnership includes aim to "build capacity of local actors to provide women-led response to emergencies".</p> <p>A number of partner organisations are active in this area in a number of fragile and conflict-affected contexts.</p>

## 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 mediators	
#N and % of women mediators engaged in all stages of mediation facilitated and supported by our partners and in Track 1 mediation	<p>A total of 7,053 women mediators were reportedly engaged in mediation processes involving partners in the reporting period.</p> <p>CMI – Martti Ahtisaari Foundation, for example, facilitated dialogues among approximately 20 influential Libyan women representing political parties, civil society organisations and state institutions. The dialogue aimed to advance interest-formation and development of strategies to jointly influence the policy making and legislation strengthening women's participation in the transition processes in Libya.</p> <p>Some partners were limited in their ability to report on this indicator due to the nature of their work not involving engagement with mediation processes. For example, International Crisis Group's area of work is policy analysis and advocacy, with no involvement in mediation processes. However, they actively promote the WPS Agenda and women's role in peace processes throughout their publications and advocacy.</p>

	<p>Other partners promote the participation of women in all stages of mediation they support, such as the European Institute for Peace. During their support to the Afghan Doha Peace Process prior to the Taliban takeover in August 2021, EIP worked to increase the direct and indirect participation of women negotiators and representatives in the formal talks through providing technical and strategic support, trainings and papers. Efforts were also undertaken to enable women leaders to raise relevant gender issues in discussions. A coordination group of women across parties was established to create joint strategies for women's meaningful participation and ensure women's rights in future efforts to seek an end to the conflict. EIP have also carried out a two-year process of engagement with women mediators and negotiators of official peace processes which resulted in a <a href="#">comprehensive report</a> reflecting the strategies, methods and challenges utilised and experienced by women mediators and negotiators.</p> <p>The Women's Peace and Humanitarian Fund, under their Rapid Response Window, supported the Afghan Women's Network to support 100 women technical experts through a series of workshops in April 2021 which resulted in an outcome document highlighting approximately 60 recommendations for Track 1 Intra-Afghan Peace Negotiations.</p> <p>The OSCE included mediation skills in their capacity building workshops among women and youth while UNIFIL also ensure they have a woman team member or leader present at all stages of mediation to ensure a gender-perspective in discussions.</p>
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 quota in recruitment and deployment of Irish civilian experts to EU CSDP Missions	
Gender balance of 40% minimum female/male representation in DFA deployments	In June 2021, ISP in conjunction with ISSAT/DCAF released a report on career path development for freelancers in Civilian CSDP missions. Part of this report called for investment in career path development for freelancers to reach more strategic positions with a specific focus on women. There is also a stated target to reach 40% female deployees in Civilian CSDO missions.
Increase our funding and support for women's organisations and movements.	
Increase in % funding	0% increase to UN Trust Fund for the Elimination of Violence Against Women (EVAW) in 2021. IRC to increase the proportion of funding they pass on to local women's rights and women led organisations in the next phase of support from 2022 to 2024 to reach 16%.
Level of € support to women's organisations and movements, including women human rights defenders in conflict-affected and fragile contexts (low, medium, high)	€250,000 provided to UN Trust Fund for the Elimination of Violence Against Women in 2021
Baseline established of women's organisations and movements, including women Human Rights Defenders in conflict-affected and fragile contexts	
#N of Women Human Rights Defenders who visited Ireland per year from conflict-affected and fragile contexts	N/A – Covid-19

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)	<p>In multilateral disarmament and non-proliferation fora Ireland is recognised as a gender champion. Some notable achievements in 2021 that demonstrate the impact of Ireland's work includes advocacy for the inclusion of language on equal participation of women and men in the Council Conclusion on the Nuclear Non-Proliferation Treaty (NPT) Review Conference. Ireland also secured agreement by Disarmament Impact Group, co-chaired by the Ireland's Permanent Representative to the UN in Geneva, of a paper to be submitted to the Conference regarding gender, together with a number of likeminded states.</p> <p>Core funding of €200,000 is provided to UNIDIR (United Nations Institute for Disarmament Research), who incorporate gender into many of their key research outputs, and UNIDIR's forthcoming strategy for 2022-25 will further incorporate gender and gender specific issues into their research.</p>
#N of contributions to the evidence base (low, medium, high)	<p>5 publications were released in 2021 by UNIDIR's gender and disarmament funding which receives support from the Ireland via the Stability Fund.</p> <p>The Disarmament Impact Group, which released a new addition of its gender resource pack in 2021.</p> <p>Separately, Ireland provided support through the Stability Fund for the production of the Arms Trade Treaty Gender-Based Violence Risk Assessment in partnership with Stimson Centre and Harvard University, with the aim of enhancing capacity in national export licencing authorities to consider, assess and address gender-based violence risk in the context of arms exports.</p>
Support and advocate for CSDP Mission Gender Action Plans and establishment of Gender Focal Points Network	
High quality and meaningful provision of gender action plans and gender focal points in Missions	<b>Indicator to be reviewed in 2022</b>

<b>2.2.3 Improve synergies between the WPS and Youth, Peace and Security (YPS) Agendas.</b>	
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.	Partners held a total of 1,316 events related to YPS and WPS in 2021, which varied widely in their format and audience. Some partners held events within conflict-affected communities, such as CMI, who brought together a group of women actors in Libya to share reflections on how to strengthen their role in peacebuilding efforts. The Inter-American Court of Human Rights (IACHR) organized 3 youth fora with adolescents from Argentina, Guatemala and Honduras to share their perceptions of the situations of inequality and discrimination faced by girls and to provide relevant recommendations to combat gender-based violence and discrimination.

	<p>Other partners held events to bring together affected communities and policymakers and influencers. As part of their YPS Leadership Seminar series, Interpeace brought the UNSG's Envoy on Youth to engage in a closed door dialogue with Northern Irish youth leaders. The Institute for Integrated Transitions (IFIT) brought together members of their high-level expert brain trust and young people from different sectors of Colombian society to discuss the youth's vision on the non-repetition component of the Truth Commission's final report.</p> <p>Partners also held high-level policy and advocacy events, such as the Women's Peace and Humanitarian Fund who involved youth representatives and women leaders as speakers at two WPS/YPS events in 2021.</p> <p>Training for women and youth leaders was also common, with the OSCE providing training on conflict prevention through arms control, disarmament and non-proliferation for 150 young professionals, 90% of whom were women. The UN Multi-Partner Trust Fund in Colombia provided workshops for children and youth on the mandate of the Truth Commission as well as training in life skills for children of ex-combatants.</p>
Increased € and support for programmes that empower adolescent girls.	<p>Due to the varied modality of funding provided to partners (both core and programmatic) it was not possible to calculate an exact total figure for the amount spent on programmes that empower adolescent girls. This is also due to the nature of WPS-related activities often being mainstreamed into organisations' wider programmes of work and therefore also their programmatic budgets.</p> <p>The proportion of partners' programme budgets dedicated to empower adolescent girls in WPS/YPS fields ranged from 3.37% to 43%, showing a variety of levels of engagement on this issue. WPS-related expenses included salaries for gender focal staff, support on matters of gender integration into programmes and developing internal guidelines for the mainstreaming of WPS and gender considerations.</p>
Level of reported inclusion of young women who meaningfully take part in decision-making, conflict prevention and peacebuilding at all levels (low, medium, high).	<p>Partners reported low to medium levels of inclusion of young women who meaningfully take part in decision-making, conflict prevention and peacebuilding, based on their experiences in the area. Dialogue Advisory Group (DAG), for example, reported a low level of women's participation in high-level policy dialogues with actors involved in armed conflict, who are predominantly men.</p> <p>Some partners explored barriers to the involvement of young women in conflict-affected communities and possible solutions. For example, CMI held a consultation session in a tribal area of Sabha, Libya with young women actors to share reflections on how to strengthen their role in peacebuilding efforts. The Geneva Institute conducted a series of studies on young women's attitudes towards the Palestinian-Israeli conflict and peacebuilding, which revealed that women participants were less informed and less willing to engage with these issues. This informed their women-centric project which resulted in participants acquiring new knowledge and increase motivation to be more active in conflict resolution and peacebuilding.</p> <p>Other partners worked to increase engagement of young women in decision-making processes, such as Interpeace, who facilitate the participation of young women in strategic policy and peacebuilding fora at the international level. This includes as briefers in multilateral fora such as the UN Security Council, in deliberations of the UN Peacebuilding Commission and in global peacebuilding networks such as the Global Coalition on Youth, Peace and Security (GCYPS). The UN Multi-Partner Trust Fund in Colombia held an open call for women's organisations to provide capacity building support to women leaders running for elected positions.</p>

2.3.1 Improved technical and financial support for 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, building a strong civil society, and encourage political participation on the island of Ireland	
Integration of WPS related tags into grant management system	The current pilot iteration of the Grants Management System used by the Reconciliation Fund allows us to "tag" those projects that have women's groups/issues as their primary focus. Through our participation in the current phase II of the Grants Management project, we aim to ensure that tagging can be undertaken at a more granular level, allowing for extraction of WPS relevant information that is more detailed and captures more comprehensively the wider involvement of women in funded projects.
#N of meetings with civil society in Northern Ireland	During 2021, the Covid-19 pandemic impacted significantly our capacity to engage in-person with civil society groups in Northern Ireland, but important engagement work was undertaken by phone and video conference throughout the year.
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	In March 2021, the Fund's newly published strategy for 2021-24 identified as one of its key priorities to support projects which "Develop the role of women in peace-building and civic and political life, in line with UN Security Council Resolution 1325, and which build their capacity to take their rightful place as leaders in society".
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	The ongoing pandemic has limited the capacity of IPAS to carry out onsite work outside critical requirements.
Develop an English language acquisition programme for migrant women in Ireland	
#N of women who receive the English language classes	<p><b><u>DCEDIY – Equality and Gender Equality Unit</u></b></p> <p>Numerical data is not collected on this indicator. Actions 32 and 37 of the Migrant Integration Strategy provide for English-language acquisition by migrants. English language acquisition classes are currently available through the ETBs. Participant breakdown details not readily available. In December 2021, new resources to help migrant learners improve their English language skills were launched by the Minister for Further and Higher Education, Research, Innovation and Science. The research and findings of the SOLAS research project were designed to develop good practice guidelines and a toolkit to support the initial and ongoing assessment of the English language competency of migrant learners and to provide a universal definition of ESOL literacy for</p>

	<p>application within the Further Education and Training (FET) sector. It follows the publication in March 2018 of a review by SOLAS and the Education and Training Boards (ETB), the recommendations of which have been progressed by a National Advisory Group, established as a Sub Committee of the ETBI National Literacy and Numeracy Advisory Network. The research and guidance are available at <a href="https://library.etbi.ie/library/esol">https://library.etbi.ie/library/esol</a> and have been publicised by SOLAS on social media. The 10-year strategy for Adult, Literacy, numeracy and digital literacy (the ALL Strategy) was launched in September 2021 and details the literacy and ESOL support landscape in Ireland (details are published at <a href="https://www.solas.ie/alnd-strategy/">https://www.solas.ie/alnd-strategy/</a>). The strategy commits to increase the intensity of English language support provided to native speakers of other languages and the overall number of learners receiving this support from 12,000 to 20,000 over the first half of the strategy's lifetime. Looking ahead, the implementation of the ALL Strategy will strongly emphasise the role of English language competence for migrant learners. SOLAS and ETBs Strategic Performance agreements will meet the needs of the local area in line with the Migrant Integration Strategy. The Programme for Government includes a commitment to develop and implement a new Migrant Integration Strategy, following the conclusion of the outgoing Strategy at end 2021.</p>
Monitor and evaluate the capacity building of female clients within the IRPP	
Baselines established and monitored to track increase	<p><b><u>DCEDIY – IRPP</u></b></p> <p><b><u>To be reviewed in 2022</u></b></p>
Support opportunities for women to explore creative outlets and utilise their cottage industry skills	
Provision of support through relevant funding streams	<p><b><u>DCEDIY – Funds Admin/EGE Unit</u></b></p> <p>Action 51 of the Migrant Integration Strategy provides for funding to be made available to support local community-based organisations across Ireland to play a greater role in welcoming and integrating migrants and refugees, through the Communities Integration Fund and the National Integration Fund. In September, grants were announced to 111 community project awarded funding under an open call for the Communities Integration Fund (CIF) 2021, with a total of €497,772 made available under this call. In addition, a total of €2.2m was made available under the National Integration Fund 2020, to support 18 integration projects nationwide over a 3 year period. These projects, which continued in 2021, aimed to increase mutual understanding between local communities and migrants; combat racism and xenophobia; promote the integration of vulnerable or socially-excluded immigrants and encourage the involvement of migrants in sport, volunteering and cultural activities.</p>
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	<p><b><u>DCEDIY – IPAS</u></b></p> <p>Numerical data is not collected on this indicator. Childcare continues to be provided, and the action is assessed as completed.</p>
Strengthen consultation, inclusion and participation and 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.	<p>The Department of Rural and Community Development (DRCD) works closely with the Community and Voluntary Sector. One of the objectives of the five-year strategy <i>Sustainable, Inclusive and Empowered Communities</i>, which aims to support the sector, is around developing and strengthening processes and mechanisms to secure meaningful consultation, inclusion and participation of non-engaging and marginalised communities. In seeking to achieve this objective, DRCD, together with the Cross Sectoral Group who oversee the implementation of the Strategy, have developed a set of Values and Principles for working with Community and Voluntary Organisations.</p> <p>Furthermore, DRCD will identify robust engagement strategies and toolkits to support consultation, engagement and participation in decision-making processes. In support of this, a Dormant Accounts funded project has commenced, on the engagement and participation of marginalised groups using the Local Economic and Community Plan (LECP) process as a pilot. Initial engagement with Local Community Development Committees (LCDCs) and the Community and Voluntary Sector will result in the selection of three pilot projects to be progressed in 2022, with learnings expected in 2023.</p>
Guidelines and protocol developed for securing diverse representation and equality (including gendered balanced representation)	<p>Under Objective three of the <i>Sustainable, Inclusive and Empowered Communities</i> strategy and in particular through the Dormant Accounts funded measure on the engagement and participation of marginalised groups in planning processes and decision-making, DRCD intends to identify best practice, robust engagement strategies and flexible, adaptable toolkits to support consultation, engagement and participation in decision-making processes. The project has commenced and initial engagement with LCDCs and the C&amp;V Sector will result in the selection of three pilot projects to be progressed in 2022, with learnings expected in 2023.</p> <p>Action 3.2 of the five-year strategy refers to the development of guidelines and protocols to ensure diverse representation and equality, including gender balanced representation. The Guidelines for LCDCs state that every effort should be made to ensure an equitable gender balance among the local authority members on the LCDC as well as across the broader LCDC membership.</p>
Participatory structures and processes developed by Government departments and state agencies	<p>Action 3.4 of the <i>Sustainable, Inclusive and Empowered Communities</i> strategy to support the C&amp;V Sector states: “Government Departments and State Agencies will develop participatory mechanisms and processes in line with commitments in <i>Our Public Service 2020</i> to improve engagement on the design and delivery of services.”</p> <p>All the actions will be implemented in line with annual work plans, developed with input from the Cross Sectoral Group (CSG).</p>
Support female asylum seekers and refugees under the SICAP 2018-2022 programme	
Number of female asylum seekers and refugees receiving SICAP interventions	<p><b>DRCD</b></p> <p>In 2019, 346 female asylum seekers &amp; 218 female refugees received SICAP interventions. In 2020, 330 female asylum seekers &amp; 156 female refugees were assisted. In 2021, 307 female asylum seekers &amp; 215 female refugees received SICAP interventions.</p>

## Protection

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	Baseline to be established in 2022
% and € increase with a target of at least 50% increase to humanitarian gender and protection funding	A dedicated Gender and Protection Budget-line has been in place since Ireland signed up to the Call2Action on Protection from GBV in Humanitarian Emergencies Initiative in 2013. This budget is used to provide multi-annual funding to Ireland's long-standing Strategic Partnership with the IRC to prevent and respond to GBV in 5 African Countries. It is planned to increase this budget each year and or use other budget-lines for programmes aimed at ensuring gender equality and protection for women and girls in emergencies to reach an annual budget of €3m by 2024.
Level of engagement with the ICGBV and progress in implementing Consortium's strategic plan (low, medium, high)	Funding and support to ICGBV maintained for 2020 and 2021, and new strategy developed in 2021.
#N, % and € increase of programmes	<p>€1.5m per year</p> <p>Protection from GBV in Emergencies annual budget increased to €1.8m. This was an increase of €300,000, 17% increase from 2020 when €1.5m was allocated.</p> <p>A new Strategic Partnership has been developed with the IRC for 2022 to 2024 with an annual budget of €1.8m and total of €5.4m over 3 years.</p>
Continued support to civil society organisations to combat human trafficking	
€ of programmes	<p>Through the Stability Fund, the Department of Foreign Affairs provides funding to organisations and projects supporting counter-trafficking.</p> <p>The Federation of Women's Associations of Turkey receives core funding which supports work countering gender-based violence through inter alia the provision of direct services to survivors of human trafficking (primarily from Syria).</p> <p>The Office for Democratic Institutions and Human Rights (ODIHR) also receives funding for their project "Advancing the Human Dimension of Security in Ukraine" which aims at advancing the human dimension of security in Ukraine through the promotion of co-operation on human rights issues including inter alia the rights of victims of trafficking using civil society networks and effectively strengthening the existing and building new partnerships with government stakeholders.</p>

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	The Department continues to fund the OMCT (World Organisation Against Torture) Civil Society United Against Torture project which contributes to the overall protection of and accountability for torture globally and across 17 focus countries. The project contributes to the WPS agenda by ensuring the integration and mainstreaming of the gender dimension in all anti-torture work carried out by OMCT including the protection of women from violence in detention/prisons and also in the private sphere. For examples, OMCT recently published a report "Women break the silence-Gender-based Torture in Asia" which advocates that sexual and gender-based violence be defined as torture in line with evolving international standards.
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	In 2018, a new recruitment round of membership for the Rapid Response Roster of Experts. Protection and child protection were areas prioritised in the application process. Seven new recruits with specialist expertise in this area supplemented the roster of 120 experts which already included roles such as Gender Advisor and GBV Advisor.
Include the 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 incorporation into allocation decisions for humanitarian funding	
#N and % of programmes supported which include protection of women in appraisal criteria	<p>7 Humanitarian Programming Partnership (HPP) partners appraised against gender commitments in 2019 at the start of the four year multi-annual grant. In 2021 all partners are reviewed against these commitments in the annual review process. All ERFs funded NGO partners in 2021 were asked to describe how the project addresses and mainstreams relevant priority cross-cutting issues such as gender equality.</p> <p>The new successor fund to HPP and Emergency Response Funding Scheme, Ireland's Civil Society Partnership for A Better World' (ICSP) is due to commence in January 2023 for a five-year period. The Application Pack sent out to all eligible NGO applicants in late 2021 set out clear requirements for applicants to present their approach to supporting gender quality, to reflect a strong gender analysis and to present gender disaggregated targeting and results in their applications. The appraisal of these applications will include gender related appraisal criterion.</p>

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)	N/A
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)	N/A
OECD DAC recommendation on Preventing Sexual Exploitation and Abuse adopted	
Inclusion of policy embedded within relevant DFA documents	<p>In progress – Ireland is taking forward our commitment to the OECD ESEAH recommendation with our Safeguarding Policy, approved in Oct 2021. Draft Internal Standard Operating Procedures are being developed (to be ready by end Jan 2022) including Response Protocols, followed by an Internal Launch Webinar in Jan 2022 and then development and roll-out of training across the Department.</p> <p>Safeguarding in our Standard Approach to Grant Management is to be developed in Q1/22 (guidance note, contract language etc.) Partner training and adjustment of contracts etc. in Q2/22.</p>
Comprehensive DFA policy on preventing SEA which aligns with international best practice adopted and implemented	
Level of implementation (low, medium, high)	<p>In progress - are taking forward our commitment to the Safeguarding Policy, approved in Oct 2021. Draft Internal Standard Operating Procedures are being developed (to be ready by end Jan 2022) including Response Protocols, followed by an Internal Launch Webinar in Jan 2022 and then development and roll-out of training across the Department. Safeguarding in our Standard Approach to Grant Management is to be developed in Q1/22 (guidance note, contract language etc.) Partner training and adjustment of contracts etc. in Q2/22.</p>
Funding provided to strengthening international action to implement best practice on preventing SEA	
Inclusion of best practice SEA in funding criteria	Safeguarding in our Standard Approach to Grant Management is to be developed in Q1/22 (guidance note, contract language etc.) Partner training and adjustment of contracts etc. in Q2/22.
€ level of funding provided	N/A

<b>3.1.3 Increase advocacy to ensure protection mechanisms and services are properly funded and prioritised globally.</b>	
Increased advocacy through existing partnerships, engagement in international fora, and participation in partner governance mechanisms	
Level of advocacy (low, medium, high)	<p><b>High</b></p> <p>In 2021 Ireland, while becoming signatory to the Compact on WPS-Humanitarian Action, committed to increasing our investment in preventing gender-based violence (GBV), and pledged new commitments totalling approximately €15 million to address GBV in emergencies as well as female genital mutilation.</p>

	Two Papers were produced in 2021 through the Irish Aid/IRC Strategic Partnership which advocated for dedicated and costed funding to support the protection and empowerment of women and girls in fragile and conflict affected states and in the context of Covid-19. 1. A Position Paper for the Generation Equality Forum <i>Leave No One behind: How to Include Crisis Affected Populations in the generation Equality Action Coalition on GBV</i> . 2. <i>Why Not Local? Gender Based Violence, Women's Rights Organisations and the missed opportunity of Covid-19</i> .
Level of implementation of advocacy (low, medium, high)	<b>Indicator to be reviewed in 2022</b>
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.	>12 IE interventions on sanctions across 8 UN Sanctions Committees; 39 interventions at the UNSC on accountability for SGBV in 2021 (Briefings and Consultations, Arria Formula meetings, Open Debate statements)
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	ICC Assessed Contribution: €1,272,180  Trust Fund for Victims: €300,000  Trust Fund for Least Developed Countries: €10,000

3.1.4 Intensify and advance work on Sexual Reproductive Health and Rights (SRHR) in emergencies and conflict-affected settings	
Analysis conducted on current Irish programming on SRHR including Irish emergencies	
Analysis is used to inform policy and decision making (low, medium, high)	Medium
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	<b>€36,250,404 spent annually currently on SRHR.</b> Figure comprised of Mission grants, HQ projects such as the gender team projects but excluding core funding to UN agencies, Global Fund etc. and Council of Europe initiatives.

3.1.5 Support for Human Rights Defenders (HRD) 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	Ireland addressed the issue of HRDs in five Universal Periodic Review statements in 2021.
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	<p>At the 76<sup>th</sup> Session of the UN General Assembly, Ireland again coordinated EU inputs into the Human Rights Defenders resolution at UNGA Third Committee.</p> <p>Ireland delivered a national statement at the Interactive Dialogue with the UN Special Rapporteur on Human Rights Defenders and was lead author on the EU statement. In national statements on a range of subjects, Ireland referred to Human Rights Defenders (High Commissioner, Belarus, Myanmar, Omnibus, occupied Palestinian Territory). Ireland also joined 2 joint statements (Reprisals, UnMute Civil Society) and worked to promote civil society space throughout our Presidency of the Security Council through the promotion of women briefers.</p> <p>At sessions 46, 47, 48 of the Human Rights Council, Ireland led the resolution championing Civil Society Space at HRC 47. At HRC48, Ireland was a member of the core group on the reprisals resolution, which ensures human rights defenders and civil society can engage with the UN and its mechanisms without fear of threats, intimidation or acts of reprisal. Ireland made a national statement on HRDs and referred to the situation of HRDs in a further 23 statements.</p>
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	
#N and % of obligations implemented	<p>All observations on an end destination provided by the Department to the Department of Business, Enterprise and Innovation on export licenses consider gender issues under relevant criterion. Ireland provided support through the Stability Fund for the production of the Arms Trade Treaty Gender-Based Violence Risk Assessment in partnership with Stimson Centre and Harvard University, with the aim of enhancing capacity in national export licencing authorities to consider, assess and address gender-based violence risk in the context of arms exports.</p> <p>100% of export licences assessed for GBV risk; one capacity building resource published.</p>
Analysis is conducted and development of practical guidelines to support States Parties with the implementation of GBV obligations in the ATT is rolled out	

Documented evidence of emphasis	75% of the statements delivered at ATT events and meetings in 2021 incorporated gender specific language; one capacity building resource published.
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### 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 National 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	Gender trained personnel continue to be deployed with all DF troop rotations overseas.
Regular, quality, up-to-date training on issues relating to WPS	Gender trained personnel continue to be deployed with all DF troop rotations overseas.  In an overseas context, the 3rd DF Action Plan contains sample plans and orders layouts for the integration of a gender perspective in IRISHBATT operations for completion where KPI and relevant stakeholders are captured.
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	Gender trained personnel continue to be deployed with all DF troop rotations overseas. In an overseas context, the 3rd DF Action Plan contains sample plans and orders layouts for the integration of a gender perspective in IRISHBATT operations for completion where KPI and relevant stakeholders are captured.
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	Approval has been granted by the Minister to send a Military Police Officer to the IICI to undergo a strategic level International Investigators Course, subject to the prevailing Covid-19 conditions.

### 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	Numerical data is not collected on this indicator. Pilot Vulnerability Assessment in place and engagement with stakeholders such as HSE around provision of appropriate supports for International Protection Applicants. Resident Welfare team now in place in IPAS to assist with ensuring appropriate supports are signposted and provided as appropriate.

	<b>Indicator to be reviewed in 2022</b>
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	Restructure of IPAS to a functional model to take account of the journey of International Protection Applicants through IPAS accommodation.
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	<p><b><u>DCEDIY – IPAS/IRPP</u></b></p> <p>Data is not collected in this form. The Government made a commitment in the Programme for Government to end the current system of accommodation for International Protection applicants and replace it with a new model that is based on a not for profit approach. As part of this process a White Paper to end Direct Provision and to Establish a new International Protection Support Service was published on 26 February 2021, and set out a new approach for accommodating applicants that seek International Protection in Ireland that will replace the current system. DCEDIY is developing an integration programme to support the principle of ‘integration from day one’ as set out in the White Paper. Research has been commissioned to understand the refugee journey. The researcher has been asked to focus in particular on the female experience and to report on ‘female specific’ issues arising. In the issuing of supports particular focus has been on female participation and access to employment including industry from home.</p> <p><b>Indicator to be reviewed in 2022</b></p>
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	<p><b><u>DCEDIY – IRPP</u></b></p> <p>Since 2019, 20 families have been settled across 20 different rural and urban communities throughout Ireland, under the Community Sponsorship Ireland model. A further 36 Community Sponsorship Groups are at various stages of development across 14 counties. The Irish Refugee Protection Programme (IRPP) continues to engage with communities on Community Sponsorship and 20 families have benefitted to date from the programme. At the start of 2021, the IRPP commissioned four Regional Support Organisations (RSOs). They have the role to oversee the recruitment, support, coordination and training of Community Sponsorship groups across seven regions throughout Ireland and to promote Community Sponsorship at a local level. Community Sponsorship will continue to be available to refugees arriving under the current resettlement programme.</p>
Acknowledge need for gender sensitive interpretation when applicable	
Provision of female interpreters, in the event of sensitive, gender-related issues	<p><b><u>DCEDIY</u></b></p> <p>This data is not collected. On the transfer of equality functions from the Department of Justice and Equality to the Department of Children, Equality, Disability, Integration and Youth in mid-2020, this action should be split between DCEDIY and DOJ (which retains responsibility for use of interpreters by the Mental Health Review Board, Coroners Service, Immigration Services, Probation Service, Criminal Legal Aid, Independent Inquiries and Tribunals and others). All staff working with IRPP have been appraised of the requirement for gender sensitivity</p>

	in relation to booking of interpretation and with particular sensitivity regarding issues such as forced marriage and domestic, sexual and gender-based violence.  <b>Indicator to be reviewed in 2022</b>
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<b>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</b>	
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 to the police.	Consultation on-going with the Department of Justice through the Stakeholder group.
Trafficking in human beings training delivered to Garda personnel to include cognisance of Ireland's National Action Plan on Women, Police & Security	Training [in-person] delayed again during 2021 due to Covid-19 restrictions. Hope to recommence during 2022, with the Community Engagement Bureau delivering a seminar to [Divisional] Crime Prevention Officers on Trafficking in Human Beings - in conjunction with the Garda National Protective Services Bureau (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	Twenty-seven (27) female victims identified between 01/07/2020 and 31/06/2021
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	Further text messages reinforcing the availability of members of An Garda Síochána to help or assist Sex Workers experiencing difficulties were sent during 2021.
Prevention and investigation of Hate Crime emanating from gender and ethnicity causations	
(i) Education/Awareness: Garda Schools Programme and Campus Watch	GNCEB (the Garda National Community Engagement Bureau) has included Hate Crime Awareness information on the Schools Programme [to be delivered to Post-primary school children] and CampusWatch leaflets; and in briefings to the Garda National Retail Forum
(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	New non-emergency on-line Hate Crime reporting mechanism launched in July 2021, improving accessibility to the Garda Service and allows for Third Party referrals [from civil society and / or community organisation or groups; with GNDIU (Garda National Diversity and Integration Unit) providing assurance to those reporting hostility or hate-based occurrences, which can now be made on-line, including monitoring all recorded Hate crimes / occurrences and providing support to investigating members, victims and their communities

and (iii) Supporting Victims throughout investigations – highlighting the role of Investigating Gardai to support Victims, the appointment of Family Liaison Officers (where appropriate) and the support mechanisms for victims also provided through the Divisional Victim Services Offices supported by the National Victims Office (GNPSB)	The Community Policing Toolkit was launched on 28th May 2021 including a directory of support services for victims of crime; and support information for Garda Diversity Officers, who have been provided with a new Role Profile in fulfilling these roles and duties which include Encourage and facilitate the reporting, recording, investigating & prosecuting of hate crime; support Victims; and work in collaboration with Victim Service Offices, to prioritise victim needs.
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	N/A
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	Both the Garda Strategy Statement 2022-24 and the Garda Human Rights Strategy 2022-2024 have been issued by AGS. An Garda Síochána's Hate Crime Policy and Procedure Documents were approved and circulated in December 2021. As part of the implementation of the Garda Diversity and Integration Strategy 2019-2021 the Garda National Diversity Forum has been established and has met on a quarterly basis since Q2 2020. The GNDIU engage with Direct Provision Centres on an ongoing basis providing advice / support. The Garda Síochána Hate Crime Policy and Procedures were approved and circulated in December 2021. As part of the implementation of the Garda Diversity and Integrations Strategy 2019-2021 [launched in Sept 2019] the Garda National Diversity Forum has been established and has met Quarterly since Q2 2020. The GNDIU continues to engage with Direct Provision centres on an ongoing basis providing advice and support.
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	On-going
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	The An Garda Síochána Human Rights Strategy 2022-2024 is currently being finalised and signed off by the Commissioner's SHRAC [Strategic Human Rights Advisory Committee, including the external Human Rights

	advisor]; in collaboration with the University of Limerick training [Certificate] in Policing & Human Rights Law in Ireland has been completed by over 1,000 Garda personnel in 2021 and is continuing
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 Diversity Officers liaise with Direct Provisions centres providing information and improving access to policing services; a new Diversity, Inclusion and integrations Strategy is being finalised, including with the community and encouraging diversity within An Garda Síochána; with HR [Human Resources / Talent Acquisition] liaising with PAS for a new Recruitment Campaign for An Garda Síochána during 2022 in order to attract and retain applications from a wide and diverse range of candidates; An Garda Síochána recently completed an Internship Programme, with 27 interns commencing employment with An Garda Síochána on 1st December 2021.
Delivery of training to Garda Diversity Liaison Officers and Ethnic Liaison Officers engaged with women from immigrant communities	Online Garda Diversity Officer training commenced in May 2021; with 2 in-person training seminars for Diversity Officers taking place in the DMR [Dublin] in November, 2021
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	GNDIU personnel have completed INHeRE training of Trainers on sexual violence and Migration; and AIPG Conflict-related crime prevention training, in order to inform the training of Garda Diversity Officers.
Community Gardaí will continue to proactively engage and support Members of Ethnic Communities within their respective Districts through interaction with community/religious leaders	The Community Policing Toolkit was launched on 28th May 2021 including a directory of support services for victims of crime; and support information for Garda Diversity Officers, who have been provided with a new Role Profile in fulfil
Hosting of Garda Community Clinics at Refugee/Asylum Seeker Centres	Updated Crime Prevention and CampusWatch leaflets are now available online / Garda website; GNDIU and Garda Diversity Officers continue to engage with Direct Provisions centres to provide support and advices and encourage direct engagement with policing services.
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	New Garda Diversity, Integration and Inclusion Strategy being finalised for 2022 - 2024
Provision of Anti-Radicalisation Training for Community Gardaí, Diversity Officers, Crime Prevention and Juvenile Liaison Officers	
Garda Community Policy Bureau will develop and roll-out radicalisation training and awareness to Community Gardaí,	This training was not delivered during 2021, as the delivery of Hate-Crime training, including a delivery of a new definition and IT updates to allow for the accurate recording of such incidents was prioritised during 2021.

Diversity Officers, Crime Prevention Officers and Juvenile Liaison Officers as well as other members of An Garda Síochána, organisation-wide	
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	The preparation of Victims Policy and Guidance Document nearing completion.
Establishment of Community Policing Areas under the auspices of the National Community Policy Framework and assignment of local Community Gardaí	
This will continue to build professional relationships with all members of the communities we serve	An Garda Síochána continues to work closely and collaborate with community groups, NGOs and other Civil Society Groups as well as State Agencies and other Government Departments to provide supports to the most vulnerable in our communities; GNDIU (Garda National Diversity and Integration Unit) and Garda Diversity Officers continue to visit Direct Provision centres to provide support and advices and to encourage engagement with policing services.
Garda Community Clinics at Refugee/Asylum Seek Centres	GNDIU and Garda Diversity Officers continue to visit Direct Provision centres to provide support and advices and to encourage engagement with policing services.
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	An Garda Síochána continues, under the auspices of the Joint Agency Task Force, to include the pillars and actions / goals of Ireland's National Action Plan on Women, Peace & Security, in joint Agency activities, most especially in border regions, in order to protect the most vulnerable in our community, including children and victims of crime, including human trafficking

### 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 resources “Recognising and Responding to Victims of DSGBV in Vulnerable or At-Risk Communities” is operationalised	<p><u>HSE</u></p> <p>A HSE DSGBV subgroup has been established to develop, coordinate, and support implementation of responses to DSGBV within the HSE. During the COVID-19 pandemic, the delivery of face to face training was suspended. A review has been completed of approaches and outcomes in respect of domestic, sexual and gender-based violence questions used by all staff in different community and hospital contexts / environments and with specific</p>

	target groups. This research will also include the perspective of survivors on their experience of engagement with health services. The recommendations of the review will inform the future development of the HSE DSGBV training programme.
Support implementation of a Vulnerability Assessment for women seeking international protection in line with the EU Recast Receptions Conditions Directive (Directive 2013/33/EU)	
Assessment implemented	<b>HSE</b> For the latter part of 2021 the emergence of the IPAS new-arrival and pre-Reception facilities put considerable strain on the health system and the majority of NGO health screening resources were diverted into providing a basic primary care service (GP and nursing). The vulnerability assessment is overseen by the Department of Children, Equality, Disability, Integration and Youth.
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	<b>HSE</b> NGO funding is ongoing.
Regular reporting on these programmes	<b>HSE</b>  <b>AkiDwA</b>  The project seeks to deliver reproductive health information and training to female protection applicants who are living in accommodation centres. The project links female protection applicants with available services and support provided locally. Additionally the project reaches out to male protection applicants and engages them on discussion and dialogue in regards to reproductive health, provides information and raises awareness. Akidwa provided FGM support and referral to 22 service users in 2021. A Campaign was led by AkiDwA FGM ambassador to Stop the Cut, a Conference on FGM and law was held with An Garda Síochána. The <u>third edition of the Female Genital Mutilation (FGM) handbook for Healthcare professionals working in Ireland</u> was published in 2021.  <b>Irish Family Planning Association (IFPA), FGM Treatment Service</b> IFPA provides free specialised medical care and counselling to women who have experienced FGM. IFPA provided FGM services to 47 service users in 2021. The service model involves four key components: (1) clinical service provision, including referral pathways to secondary care; (2) training and capacity-building with service providers; (3) sexual and reproductive health outreach with affected communities; and (4) building and maintaining relationships with key stakeholders. The IFPA Medical Director leads an outreach programme for asylum-seeking women in relation to FGM and to sexual and reproductive health services more generally,

	<p>engaging with direct provision centres around the country. This is medically focused outreach and provides an opportunity for women in these settings to discuss SRH issues with a reproductive healthcare specialist doctor.</p> <p><b>Spirasi</b> are funded to provide support services to victims/survivors of torture.</p> <p>Specific Mental Health Projects have been funded or co funded to promote and improve positive mental health and well-being among Refugees and International Protection Applicants, e.g. Smashing Times Theatre for Positive Mental Health programme, Diversity Mayo and the follow-up WIN (welcoming and including new communities), Limerick Mental Health Initiative for Refugee Women. HSE Sexual Health Crisis Pregnancy Programme leads on the development of an outreach programme with Direct Provision (DP) communities, with local NGOs linking with the centres to provide information which has enabled access to sexual health and unplanned pregnancy/abortion support service information. Mental health supports in the areas of gender, orientation, sexual health and HIV are provided. During the COVID-19 pandemic, the HSE has supported NGO services to deliver their activities online or remotely.</p>
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## Promotion

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	<p>Ireland has been a leading voice on WPS across all multilateral fora and has imbedded WPS and gender equality language into all its interventions.</p> <p>The Department of Foreign Affairs' Multilateral Unit-UN &amp; IFIs advocates for the integration of a gender perspective in relevant international fora, such as the Executive Boards of NY-based entities (UNFPA/UNDP/UNOPS, UNICEF, and UN Women) and at the Programme Coordinating Board of UNAIDS, Peacebuilding Fund discussions in GA, PBC, World Bank, IMF, regional development banks etc. Ireland successfully advocated that a reference to women's organisations as key civil society actors be added to the COHAFA common messages on the humanitarian crisis in the DRC, which was agreed in February 2021. In September 2021, Ireland also successfully advocated that a reference to women's freedom of movement be included in the COHAFA common messages on the humanitarian situation in Afghanistan.</p> <p><b>Indicator to be reviewed in 2022</b></p>
#N of WPS Group of Friends and Focal Point Networks attended	<p>5 meetings of the WPS Group of Friends</p> <p>1 meeting of the WPS Focal Points Network</p>

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 – <b>Action to be reviewed in 2022</b>	
#N of interventions made to ensure that the WPS Agenda is well reflected and resourced by implementing organisations	Since taking up its seat at the UN Security Council, Ireland has been advocating for the implementation and adequate resourcing of WPS: through our role as co-chairs of the IEG on WPS; through the Presidency Trio Commitments launched together with Kenya and Mexico during Ireland's September Presidency of the Security Council; at the International Women's Day Arria Formula meeting co-hosted with Mexico entitled " <i>Call to Lead by Example: Ensuring the Full, Equal and Meaningful Participation of Women in UN-led Peace Processes</i> "; through our national statements at the Security Council and at the Human Rights Council and through statements/recommendations during UPR sessions at HRC.
#N of statements referencing WPS	>146 statements at the Security Council in 2021 referenced WPS; 50 statements at the UN in Geneva referenced gender equality and 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	The UN entities that DFA Multi-lateral Unit -UN&IFIs works with (UNFPA, UNDP, UNICEF, UN Women, UN Peacebuilding Fund, UNAIDS, UNV, UNOHCHR, UNIDO) integrate a gender perspective.  <b>Indicator to be reviewed in 2022</b>
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	In UPR statements in 2021, Ireland addressed SGBV in ten statements. Themes included Domestic Violence; FGM; VAW; Gender Equality; Treaties including the Istanbul Convention and CEDAW.
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)	In 2021, the Department of Foreign Affairs commissioned the European Centre for Development Policy Management to produce a series of <a href="#">policy briefs</a> on the integration of the Women, Peace and Security Agenda (WPS) into the EU's Gender Action Plan III 2021-2025 (GAP III). <i>The EU's gender action plan: Principles and practice</i> outlines the three principles that will guide the EU's approach to gender in external action: a gender-transformative approach, an approach that addresses intersectionality and an approach based on human rights. <i>Matching ambition with reality: How the EU's gender action plan fits into the programming of its external action</i> examines the EU's plans to promote gender equality and women's empowerment internationally by comparing the EU's ambitions with the reality of GAP III implementation in partner countries. <i>How the women, peace and security agenda is integrated into the EU's gender action plan</i> analyses the synergies between the WPS Agenda and the EU GAP III and how the integration of WPS allows for a more holistic EU approach to gender equality and evaluates how EU delegations have been integrating the WPS agenda in their programming.

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	CRU members took part in 4 technical level meetings in 2021 compared to 2 meetings (1 technical, 1 strategic) in 2020.
#N of relevant actions fulfilled by Ireland in the EU Action Plan	Ireland currently fulfils 5 actions under the EU GAP III: Actions 1.1; 1.2; 1.4; 9.1; 10.1
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)	<b><u>N/A – to be reviewed in 2022</u></b>

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	N/A – Covid-19
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 DFA working to support peace processes internationally	St. Brigid's Day event hosted by CG Vancouver with Monica McWilliams, highlighting the role of women in the NI Peace Process.
#N of conferences/events which share lessons from Northern Ireland Peace Process supported	N/A – Covid-19
Research produced and disseminated on the role of women in the NIPP supported by Ireland	
Reflection of research in policy (low, medium, high)	On-going
Promote lesson sharing on the Development of National Action Plans across the EU and focus contexts	
#N of Lesson Sharing initiatives supported	15 lesson-sharing initiatives in 2021

4.1.3 Develop a communications plan to promote the Women, Peace and Security agenda in both Irish media and online, and through outreach events in Ireland	
Communications plan agreed and rolled out	
#N of WPS outreach events	11 outreach events in 2021
Increase of communication (low, medium, high)	Low increase in communication and WPS outreach events (approx. 18%) compared to previous year.
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.	N/A – to be reviewed in 2022
Increased extent to which post-conflict structures address gender-specific legacy concerns	N/A – to be reviewed in 2022
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	The NI Consultative Group convened in March 2021 but further meetings were hampered by the pandemic.
NAP launched in the Irish Secretariat, Belfast	<b><u>COMPLETE</u></b>
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 of participants at events	N/A – Covid-19
Level of diversity (low, medium, high)	N/A – Covid-19
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)	Pre-posting training on Business and Human Rights was provided in 2021.
Increased level of gender equality and perspectives in the field of cybersecurity	
Level of policy coherence and uptake of commitments (low, medium, high)	<u>N/A – to be reviewed in 2022</u>

4.1.6 Ireland's action and engagement on WPS is enhanced regionally and internationally in our defence related work	
Advocate for the including 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	Ireland continues to consistently advocate the promotion of the WPS Agenda in the course of its ongoing participation in key Working Groups on International Security and Defence.
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 of activities and milestones under the NATO/EAPC WPS Policy and Action Plan Implementation Framework	The DF is guided by the NATO/EAPC WPS Policy in its implementation of the WPS agenda, which is articulated in the DF implementation policy document. The DF also attended the annual NATO Conference on Gender Perspectives on 8 Dec 2021.
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	In the first half of 2021, Ireland co-hosted three panel discussions at the UN exploring the barriers to full, equal and meaningful participation faced by women peacekeepers and the means by which they might be addressed. In July, and outcome document was presented to the UN Under-Secretary General and included a series of recommendations for consideration by the UN Department of Peace Operations.
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	At the December 2021 UN Peacekeeping Ministerial conference in Korea, Ireland reaffirmed existing gender related training pledges. Options for delivery during 2021 were impacted by Covid-19 and UN travel restrictions.
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	Gender trained personnel continue to be deployed with all DF troop rotations overseas.

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	<u>DCEDIY – IRPP/IPAS</u> Not advanced in this period.
Training and continually inform staff on the WPS Agenda	
Number of staff trained on WPS	<u>DCEDIY – IRPP/IPAS</u> Data is not collected on this indicator. Not formally advanced in this period. 15 DCEDIY staff attended DFA WPS training in Oct 2021.
NAP is on the agenda of the IRPP programmes	<u>DCEDIY – IRPP/IPAS</u> Data is not collected on this indicator. <b>To be reviewed in 2022.</b>
Maintain communication channels between stakeholders to enhance shared learning and cooperation	
Level of participation in relevant forums with local, national, regional and international papers	<u>DCEDIY – IRPP/IPAS</u> Data is not collected on this indicator. <b>To be reviewed in 2022.</b>
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 papers	<u>DCEDIY – IRPP/IPAS</u> Data is not collected on this indicator. <b>To be reviewed in 2022.</b>
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 DCEDIY policy documents	<u>DCEDIY – GENDER EQUALITY</u> There are 5 references to "women, peace and security" in the National Strategy for Women and Girls 2017-2020, which was extended to end 2021. The Programme for Government includes a commitment to develop and implement a new National Strategy for Women and Girls, following the conclusion of the outgoing Strategy.

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	<p><u>DCEDIY</u></p> <p>Combined 6th and 7th reporting cycle: References in 4 paragraphs to "women, peace and security" agenda in Ireland's periodic report under CEDAW, in response to WPS included on list of issues prior to reporting (2016). No references to the WPS agenda requested in the State Party report on follow-up to concluding observations (2020). 8th reporting cycle: List of issues awaited from CEDAW Committee before reporting can commence (as of end 2021). In preparing the next periodic report, note will be taken of the checklist of questions for States Parties reporting to CEDAW, from the Guidebook on CEDAW General Rec. No. 30 and UNSC Resolutions on WPS.</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	
Level of inclusion of information on the implementation of CEDAW general recommendation No. 30 in Ireland's periodic report to the Committee	<p><u>DCEDIY</u></p> <p><u>See above</u></p>
Level of support given to the implementation of CEDAW including implementation of the General Recommendation in international fora as appropriate	<p><u>DCEDIY</u></p> <p>Note is taken of the Guidebook on CEDAW General Rec. No. 30 and UNSC Resolutions on WPS.</p> <p><b>Indicator to be reviewed in 2022.</b></p>
4.1.9 Synergies between WPS and the SDGs at the domestic level will be improved regarding SDGs 5 and 16	
Supporting 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	
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>In line with Action 8.1 of <i>Sustainable, Inclusive and Empowered Communities</i>, DRCD undertook a Local Community Development Committee (LCDC) training event in November 2019 at which the SDGs were a central theme. Building on this, the recently published LECP Guidance promotes and encourages the implementation of SDGs in each local authority area as part of the planning processes. Further training will be provided to LCDC members and Local Authority support staff in early 2022 to support them in the development of new LECPs. This training will focus on a number of areas, to include SDGs.</p> <p>DRCD, in collaboration with the Cross-Sectoral Group on Local and Community Development, have engaged Pobal to undertake a training needs analysis of the community and voluntary sector and their supporting</p>

	<p>structures, including specific reference to training needs under sustainable development goals. This work is being undertaken in a three-part modular project, which commenced in 2020 and will conclude Q4 2022.</p> <p>Next steps will centre on the scoping and development of training initiatives and awareness raising campaigns, which will include collaborating with the Department of the Environment, Climate and Communications (DECC), as lead department for SDGs, on building capacity in the areas identified.</p>
Toolkit developed for design and proofing of programmes and plans against SDGs	As set out in Action 8.2 of <i>Sustainable, Inclusive and Empowered Communities</i> . Progress on this action has been delayed, however DRCD are committed to engaging with our colleagues in DECC in furtherance of this objective.
Support capacity of local government and community and voluntary sectors in relation to SDGs	<p>The various actions under Objective 8 of <i>Sustainable, Inclusive and Empowered Communities</i> seek to support this. In November 2019, DRCD undertook a LCDC training event where SDGs were a central theme. Building on this the recently published LECF Guidance promotes and encourages the implementation of SDGs in each local authority area as part of the planning processes. Further training will be provided to LCDC members and Local Authority support staff in early 2022 to support them in the development of new LECFs. This training will focus on a number of areas, to include SDGs.</p> <p>DRCD, in collaboration with the Cross-Sectoral Group on Local and Community Development, have engaged Pobal to undertake a training needs analysis of the community and voluntary sector and their supporting structures, including specific reference to training needs under sustainable development goals. This work is being undertaken in a three-part modular project, which commenced in 2020 and will conclude Q4 2022.</p> <p>Next steps will centre on the scoping and development of training initiatives and awareness raising campaigns, which will include collaborating with DECC, as lead department for SDGs, on building capacity in the areas identified.</p>





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