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IRISH DEFENCE FORCES

Defence Forces Third Action Plan for the Implementation of UNSCR 1325 and Related Resolutions 2020–2024



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Foreword



Vice Admiral Mark Mellett DSM Irish Defence Forces Chief of Staff

Since its introduction in 2000, United Nations Security Council Resolution 1325 and its subsequent related resolutions, have laid the foundation for addressing gender equality in all aspects of security, peacekeeping and post conflict recovery. It is increasingly apparent that there is an inextricable link between the gender gap and insecurity. In short, wherever the gender gap is greatest, inter-state and intra-state violence are greatest. There is now no denying that the perspectives and experiences of both women and men are essential to addressing conflict and achieving sustainable peace. With this the Third Action Plan for the Implementation of UNSCR 1325 and Related Resolutions, the Defence Forces will aspire to further the aims of this landmark resolution.

A great deal of work has been achieved to date, however there is much to do. The next three years will see the Defence Forces approach to the implementation of UNSCR 1325 grow and develop, with a view to deepening organisational capacity in this regard and developing its approaches. The organisation will continue to implement a gender perspective in DF operations both at home and overseas, with the aim of addressing the differing security needs experienced by women and men. It will develop processes with respect to addressing gender based violence in conflict settings. It will consider the wider gendered dynamics at play as drivers of conflict and instability, and how the organisation can itself address their influence.

Gender equality and the empowerment of women is a capability issue for the Defence Forces, which becomes a matter of risk if not adequately progressed. Women, peace and security must be a priority at the highest level and it is my intent to ensure its significance for the Irish Defence Forces. The organisation has a pivotal role to play in addressing the impact of conflict on women but also the critical role they play in conflict resolution.

December 2020

List of Abbreviations

CRSGBV	Conflict Related Sexual and Gender Based Violence
DFAP	Defence Forces Action Plan
FAST	Female Assessment/Analysis Support Team (UNIFIL)
GBV	Gender Based Violence
GENAD	Gender Advisor
ICGBV	Irish Consortium on Gender Based Violence
LGBTQI+	Lesbian Gay Bisexual Transgender Queer and Intersex
NAP	National Action Plan
SEA	Sexual Exploitation and Abuse
UNSCR	United Nations Security Council Resolution
WPS	Women Peace and Security

Background and Context

United Nations Security Council Resolution 1325 was adopted on 31 October 2000 and formed the basis of the women, peace and security agenda. This resolution sought to address the disproportionate impact of conflict on women, but more pertinently, their critical role in conflict prevention, peace negotiations, peacebuilding and governance. Since its introduction, UNSCR 1325 has been followed by nine subsequent resolutions¹. These serve to widen the scope of promoting gender equality as well as strengthening women's participation and protection, across all stages of the conflict cycle.

Aligned with the objectives set out in UNSCR 1325 and successive related publications, the National Action Plan (NAP) commits Ireland to recognising and addressing the adverse effect of conflict on at risk populations. Furthermore, it pledges to prioritise gender equality in all aspects of international peace and security and conflict-affected contexts. The Defence Forces Third Action Plan for the Implementation of UNSCR 1325 and Related Resolutions, is preceded by the Irish Defence Forces Action Plan on the Implementation of UNSCR 1325 and the Irish Defence Forces Second Action Plan on Women, Peace and Security 2016-2018. The third DF policy iteration serves to fulfil Defence Forces commitments contained within the national level plan, and progress the established organisational framework toward successful implementation of this landmark resolution.



¹ UNSCR 1820 (2009), 1888 (2009), 1889 (2010), 1960 (2011), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019), 2493 (2019).

Aims of the DF Third Action Plan for the Implementation of UNSCR 1325 and Related Resolutions

The Third Defence Forces Action Plan for the Implementation of UNSCR 1325 and Related Resolutions, articulates the organisation's priorities for the implementation of the women, peace and security agenda. It aims to build upon and effectively capture achievements to date, as well as pave the way for future developments in respect of the wider WPS sphere. The third iteration of the Defence Forces action plan has three key priorities spanning the life of the plan, namely, reinforcing initiatives already in place whilst aiming to capture their effectiveness, the consideration of the effects of harmful masculinities and discriminatory gender norms and the development of DF processes addressing SEA and GBV.

Development of Existing Framework

Much has been achieved to date in the context of previous plans namely the creation of Gender Advisor appointments within the organisation, the institution of relevant training, the deployment of gender-trained personnel overseas and the initiation of the development of SGBV specialist training. This document seeks to ensure established processes are maintained and progressed but will also attempt to capture and assess the effectiveness of initiatives introduced thus far.

Examining Wider Gender Consequences

It is recognised that gender inequality has a role in supporting and perpetuating conflict. In order to address the disproportionate impact of conflict on women and more significantly their role in conflict prevention, conflict resolution and governance, it is necessary to address the wider beliefs and values supporting unequal gender roles and gendered power relations. The Defence Forces strives to better understand the links between harmful masculinities and discriminatory norms, both from an internal and external perspective.

Expanding DF Approach to Addressing GBV

In addition to ensuring the continued implementation of a gender perspective in DF operations and planning, the Defence Forces is steadfast in its pledge to work to prevent and protect, men, women, boys and girls from gender based violence and sexual exploitation and abuse. It is also necessary to acknowledge that men and women are not homogenous groups of people, and face many and varied forms of discrimination including being a member of religious, cultural, ethnic, LGBTQI+ and migrant communities, and as a result of experiencing a disability. The focus of this plan will be to strengthen institutional capacity to respond effectively and systematically to GBV and SEA in the context of peacekeeping operations. Engagement and collaboration with civil society will continue to be a key in this regard.

Monitoring and Evaluation

The action plan has been designed in accordance with the pillars of the national level plan, specifically Prevention, Participation, Protection and Promotion. From these pillars, stem various strategic objectives with associated key performance indicators and strategic initiatives allied to Defence Forces action owners. At a national level, the Oversight Group of the Third National Action Plan will monitor the effective implementation of the NAP. Within this framework, the Defence Forces will report on progress of the actions set out in the Defence Forces Third Action Plan for the Implementation of UNSCR 1325 and Related Resolutions and will be subject to its external review process.

ACTION PLAN

PILLAR I – PREVENTION										
Relates to intervention strategies in the prevention of violence against women.										
	Strategic Objective		Key Performance Indicator		Strategic Initiatives	Implementation Year				Actors
						2020	2021	2022	2023	
1	Continued integration of a gender perspective in DF operations.	1.1	Continue to integrate a gender perspective in the planning, execution and evaluation of DF operations and training.	1.1.1	Gender Advisor/Gender Focal Points to be maintained by qualified personnel in DFHQ and all Bde/Fmn HQs.	√	√	√	√	All Bdes/Fmns.
				1.1.2	Continued employment of qualified GFPs in all Branches of DFHQ in order to ensure the consistent inclusion of a gender perspective across all DF policy areas.	√	√	√	√	All DFHQ Branches.
				1.1.3	Ensure a minimum of one staff member is qualified in all DF training institutions as a GFP.		√	√	√	Bde/Fmn GENADs.
				1.1.4	Ensure gender related scenarios are incorporated into all Bde/Unit level exercises.		√	√	√	All Bdes/Fmns & Bde/Fmn GENADs.
				1.1.5	All OPORDs, FRAGOs etc. from Bde/Fmn level upwards to include a Gender component as dictated by NATO Bi-Strategic Command Directive 40-1 (BI-SCD 40-1, Chapter 2)	√	√	√	√	All DFHQ Branches, all Bdes/Fmns.
		1.2	Continued delivery of training relevant to the integration of a gender perspective, gender mainstreaming and UNSCR 1325.	1.2.1	Continued delivery of Gender Focal Point training at Bde/Fmn level by Bde/Fmn Gender Advisors. Minimum of two Bde/Fmn GFP courses conducted annually.		√	√	√	Bde/Fmn GENADs.
				1.2.2	Support the continued education and training of DF personnel as Gender Advisors. Minimum of two personnel trained annually on a NATO/EU/UN recognised gender/human security training course.	√	√	√	√	J7, GENAD J1.
				1.2.3	Ensure continued relevant and up to date training for DF Gender Advisors with a bi-annual training day.		√	√	√	GENAD J1 lead, Bde/Fmn GENADs.
				1.2.4	Continue the delivery of relevant briefings in accordance with DF training syllabi, within DF training institutions, schools and colleges.	√	√	√	√	DF GENADs.
2	Defence Forces consideration of the effects of masculinities on gender inequality.	2.1	Over the lifetime of action plan 3, the DF will consider the effects and drivers of harmful masculinities and efforts to support the engagement of men as both advocates and beneficiaries of the WPS agenda.	2.1.1	Conduct research relevant to military masculinities in order to inform future actionable measures.	√		√		GENAD J1.
				2.1.2	Partner with external organisation (s) on an event/initiative promoting the engagement of men in the area of WPS.		√	√	√	GENAD J1 lead, Bde/Fmn GENADs.
		2.2	Increase awareness of the concept and potential effects of masculinities.	2.2.1	Develop and incorporate an unconscious bias training module into existing gender training/briefing programmes.		√			GENAD J1 lead, UNTSI, Bde/Fmn GENADs.
				2.2.2	Ensure gender neutral language is employed within future policy documents/directions/correspondence and within DF regulatory framework IAW NATO Gender Sensitive Language Manual.	√	√	√	√	All DFHQ Branches.

PILLAR II – PARTICIPATION										
Calls for increased participation and representation of women at all levels of decision making with respect to the prevention, management and resolution of conflict.										
	Strategic Objective		Key Performance Indicator		Strategic Initiatives	Implementation Year				Actors
						2020	2021	2022	2023	
3	The examination of women's participation at senior decision-making and leadership levels.	3.1	Continue to undertake measures to increase the recruitment of women within the Defence Forces.	3.1.1	Initiate a working group to review the current recruitment process with a view to identifying measures to increase the number of women within the organisation.	√				GENAD J1 lead, nominated stakeholders.
				3.1.2	Conduct a female focussed recruitment advertisement campaign across all DF Services as part of a female specific recruitment strategy.	√		√		R&C J1, PRB.
		3.2	Continue to investigate measures to improve the retention of DF personnel and the advancement of women within the organisation.	3.2.1	Establish a working group to examine retention measures within the DF.	√				GENAD J1 lead, nominated stakeholders.
				3.2.2	Annual review of recruitment/retention initiatives.		√	√	√	GENAD J1 lead, nominated stakeholders.
				3.2.3	Conduct a survey of DF female personnel identifying any actual or perceived barriers to progression within the PDF.	√				GENAD J1 lead.
				3.2.4	Develop a revised DF Women's Network vision and strategy.		√			GENAD, J1, DF Women's Network Reps.
				3.2.5	Conduct a review of the DF Maternity Policy in order to identify possible gaps in requirements.	√	√			GENAD J1.
		3.3	Continue to work towards United Nations 2028 target of 15% women in overseas troop contingents.	3.3.1	Review of family friendly overseas appointments across all ranks and Corps in order to identify possible additional shared deployment opportunities.		√			J1.
		3.4	Examine data gathering measures with a view to capturing the effectiveness of DF training and organisational initiatives in respect of the WPS Agenda.	3.4.1	All troop deployments to develop a mission specific Gender Action Plan (See Annex A for sample plan).	√	√	√	√	Overseas Unit GENAD/ GFP, GENAD J1, UNTSI.
				3.4.2	Monthly review of overseas reports in respect of gender related activities and human security considerations, employing a qualitative assessment of the effectiveness of training delivered.	√	√	√	√	GENAD J1 lead, J3/5.
				3.4.3	Post deployment interview conducted with DCO/ nominated unit Gender Advisor post deployment in order to assess training/deployment from a WPS perspective.	√	√	√	√	GENAD J1.

PILLAR III – PROTECTION

The protection of the rights of women and girls from sexual and gender based violence and sexual exploitation and abuse.

	Objective		Key Performance Indicator		Strategic Initiatives	Implementation Year				Actors
						2020	2021	2022	2023	
4	Ensure women's and girls' protection in fragile and conflict-affected contexts.	4.1	Continue the implementation of effective training policies on the prevention of SEA, human rights, the gender perspective, international humanitarian law and code of conduct for all personnel deploying overseas through the United Nations Training School Ireland (UNTSI).	4.1.1	Review overseas gender training package and GFP syllabus and implement necessary lessons learned.		√			UNTSI, GENAD J1, Bde/Fmn GENADs.
				4.1.2	Ensure a gender/human security element is incorporated into overseas mission readiness exercises (MRX).	√	√	√	√	Mil Col, DFTC, Bde/Fmn GENAD.
				4.1.3	Review data gathering processes with respect to the recording of relevant training delivered to DF personnel.	√	√			GENAD J1, J7, UNTSI, Bde/Fmn GENADs.
				4.1.4	Design an online gender training package (to include an updated GFP module).			√		GENAD J1, J6, J7, UNTSI.
5	Strive for the prevention and combatting of SEA and SGBV.	5.1	Continue training for Defence Forces personnel who may be required to investigate cases of sexual assault.	5.1.1	Support the conduct of SGBV investigation training (subject to DFA funding) and investigate further training opportunities.		√		√	MPB.
				5.1.2	Investigate the requirement for specialist training for medical personnel in the context of SGBV.			√		DMB.
		5.2	Ensure the appropriate communication of zero tolerance with respect to SEA to all DF personnel, supported by appropriate guidance and a robust disciplinary framework.	5.2.1	Develop a Defence Forces SEA Policy to include prevention measures, legal framework, investigative process, reporting procedures and commanders guidance in order to provide clear operational direction in this regard.			√		GENAD J1, LSB, DMB, MPB.
				5.2.2	Develop a sexual exploitation and abuse legal framework in order to add to and improve existing accountability procedures.		√			GENAD J1, LSB.
6	Continued external collaboration IRO GBV.	6.1	Investigate opportunities for external collaboration in the sphere of WPS, GBV, equality, empowerment, protection.	6.1.1	Continued participation as a member of the Irish Consortium on Gender Based Violence (ICGBV).	√	√	√	√	GENAD J1, Bde/Fmn GENADs.
				6.1.2	Conduct one event/initiative annually in co-operation with an external SME.		ü	ü	ü	GENAD J1.

PILLAR IV – PROMOTION										
Strengthen institutional capacity ensuring commitments to gender equality, human rights and the wider women, peace and security agenda, are incorporated into peacebuilding, peacekeeping and post-conflict transition.										
	Objective		Key Performance Indicator		Strategic Initiatives	Implementation Year				Actors
						2020	2021	2022	2023	
7	DF action and engagement on WPS enhanced regionally and internationally.	7.1	Continued training of personnel selected for overseas deployment in order to incorporate a gender perspective into the planning and execution of overseas operations.	7.1.1	Ensure the recording of data reflecting the number of DF personnel trained pre-deployment.		√	√	√	UNTSI.
		7.2	Defence Forces promotion of WPS agenda internationally.	7.2.1	DF COS Membership of the WPS CHODs Network Executive.	√	√	√	√	GENAD J1, DF COS.
				7.2.2	Advocate for the international participation of a DF staff member in a WPS related role.	√	√	√	√	J1, J3/5.



Annex A - Sample Overseas Gender Action Plan

ANNEX X to
OPORD XXX/XXXX

PLAN FOR THE INTEGRATION OF A GENDER PERSPECTIVE IN IRISHBATT OPERATIONS

REFERENCES

- A. United Nations Security Council Resolution (UNSCR) 1325, October 2000.
- B. UNSCR 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2103), 2242 (2015), 2467 (2019).
- C. Military Gender Plan of Action 2018-2019.
- D. UN DPKO/DFS Guidelines - Integrating a Gender Perspective into the Work of United Nations Military in Peacekeeping Operations, March 2010.
- E. UN DPKO Policy – Gender Equality in UN Peacekeeping Operations, 01 Jul 2010.
- F. HoM/POL Directive – Force Commander Directive on Gender Mainstreaming throughout UNIFIL, 2010.
- G. UN DPKO/DFS POC Policy and Guidelines for the UN Military Component, 2015.
- H. UNIFIL Gender Unit info paper on Establishment of the Female Assessment/Analysis and Support Team, 2015.
- I. HOM/POL Directive – Training of UNIFIL Staff on Conflict Related Sexual Violence, 2015.
- J. SECWEST OPORD 5 – Annex Q “Gender”.
- K. SECWEST Directive on Gender Integration in Military Peacekeeping Operations of UNIFIL Sector West, 07 Jun 2019.
- L. Irish Defence Forces Second Action Plan on Women, Peace and Security, 2016-2018.
- M. Defence Forces Dignity Charter.
- N. Defence Forces Equality Policy.
- O. Defence Forces Diversity and Inclusion Strategy Statement and Action Plan.
- P. IRISHBATT Standing Orders 114 Inf Bn, 15 May 2019.

INTRODUCTION.

- 1. Background.** The role of military components in peacekeeping missions is primarily to provide a secure environment as a precondition to sustained peace and security. Moreover the performance of military tasks in multinational peacekeeping missions has increasingly come to require engagement with local populations. Identifying and responding to any differential impact of the work of military peacekeepers on different groups in the local population is therefore a necessary strategy. This is to ensure that the security concerns of women, men, girls and boys are adequately addressed throughout all phases of the peacekeeping mission.
- 2. UNSCR 1325.** United Nations Security Council Resolution 1325 is central to the women, peace and security agenda. Security concerns will differ for men and women, boys and girls. The focus of UNSCR 1325 is on addressing the disproportionate impact of conflict on women in particular and their critical role in conflict prevention, peace negotiations, peacebuilding and governance. The Resolution focusses on four (4) key pillars – Participation, Protection, Prevention and Promotion. Peacekeepers are mandated to integrate gender perspectives in their work in compliance with the United Nations Charter, international human rights instruments and Security Council Resolutions encompassing the women, peace and security agenda.
- 3. Aim.** This policy is designed to outline the process of the integration of a gender perspective in the planning, execution and evaluation of IRISHBATT operations in order to promote the pillars of UNSCR 1325 and execute the UNIFIL Sector and Force Commander’s intent with respect to the integration of gender in military peacekeeping operations. The plan will focus on the tactical implementation in detail of the wider aims of UNSCR 1325 as follows:
 - a. Participation – Full and equal participation and representation of women at all levels.
 - b. Prevention – Incorporation of a gender perspective and the participation of women in preventing the emergence, spread, and re-emergence of violent conflict.
 - c. Protection (Relief & Recovery) – Specific protection of the rights and needs of women and girls in conflict and post-conflict settings, including reporting and prosecution of sexual and gender-based violence. Addressing the specific needs of women with respect to post conflict reconstruction e.g. access to health services and trauma counselling, including for survivors of sexual and gender-based violence.
 - d. Promotion – Advocacy and the overall promotion of gender equality.

APPENDICES

1. Detailed gender integration plan.

SAMPLE - DETAILED GENDER INTEGRATION PLAN

Participation			
Task	Stakeholder	KPI	Remarks
Outreach	Op Coys	<ul style="list-style-type: none"> (Where possible) Inclusion of a female member on patrol teams/ market walks. 	<p>Patrol report Patrol report to include gender considerations.</p> <p><i>Report to include:</i></p> <p><i>Environment observation – Describe the general situation in the locality (good/poor), and the economic situation generally. Description of houses, buildings, monuments, roads, shops (How many/what kind/ conditions).</i></p> <p><i>People observation – Women/Men/Children</i></p> <p><i>The presence of women/men/children was low/medium/high. Note the reason if you can establish it. If possible, specify age breakdown of all sexes present. Women/men/children actively participate/do not participate from an economic perspective within the municipality. What were the attitudes of women/men/children toward the team? In respect of women, if/how did this change in the presence of men? Describe your conversations with local women/men/children.</i></p>
	S9	<ul style="list-style-type: none"> Integration of a gender perspective into IRISHBATT outreach activities. Ensure a gender perspective is applied to the planning and execution of Quick Impact Projects (QIPs). (Where possible) Inclusion of female personnel in CIMIC activities – KLE/QIP/Outreach. Explore engagement with local women's organisations and NGOs/IOs working specifically with women. Identify women in leadership positions e.g. Social Development Centres (SDCs). 	<p>Ensure the conduct of one (1) female focussed outreach event or programme schedule each month e.g. market walk, medical care, vet care, educational programme, donation, liaison activity.</p> <p>Consideration to be given to a male/female balance in the beneficiaries of QIPs.</p> <p>Assistance may be sought from IRISHBATT/SW FAST Team as necessary.</p> <p>This will assist with the planning of female focussed outreach.</p>
Employment of Gender Trained Personnel	DCO/Bn H Op Coys	<ul style="list-style-type: none"> IRISHBATT will ensure the employment of a qualified Gender Advisor. IRISHBATT will ensure the appointment of a minimum of six (6) Gender Focal Points within the Bn. DCO will have overall responsibility for the integration of a gender perspective within the Bn. 	<p>S2/S3/S7/S9 to ensure a minimum of one staff member undergoes UNIFIL GFP training.</p> <p>Employment of both male and female Bn GFPs.</p>
FAST	DCO GFPs	<ul style="list-style-type: none"> Ensure the appointment of ten (10) female personnel on a rotational basis to Sector West FAST Team (Female Assessment/Analysis Support Team) and ensure compliance with FAST Sector taskings. <p>Ensure all female personnel are trained for the purpose of deployment with FAST team as required.</p>	

Protection			
Reporting	Op Coys/S9	<ul style="list-style-type: none"> ▪ Report on gender specific data gathered from weekly activities submitted to DCO at the end of each week. 	This will include S9 input on weekly KLE/Outreach.
	DCO	<ul style="list-style-type: none"> ▪ Collate weekly reports and submit to SW Gender Advisor. ▪ Ensure gender annex is included in monthly reporting structure to DFHQ. ▪ Ensure the completion of an end of mission interview with DF GENAD. 	
	S3	<ul style="list-style-type: none"> ▪ Ensure a gender perspective is applied to all operational planning processes. 	
	LEGAD	<ul style="list-style-type: none"> ▪ Ensure all IRISHBATT personnel are familiar with DF/UN Code of Conduct standards. 	
Prevention			
Training	GFP S2/DCO (GENAD) GFP/S7	<ul style="list-style-type: none"> ▪ Ensure attendance of IRISHBATT personnel, both male and female, at UN Gender Focal Point Train the Trainers Course. ▪ Design mission/gender specific cultural awareness training package. ▪ Ensure all personnel within the Bn receive training on UNSCR 1325, the gender perspective, CRSV and SEA both pre deployment and in theatre. ▪ Ensure gender related scenarios are incorporated into Coy/Unit exercises. 	<ul style="list-style-type: none"> ▪ Maintain record of gender qualified personnel. ▪ Report to SW Gender Advisor on completion of gender training for IRISHBATT personnel. To be completed within one (1) month of training issued by UNIFIL HQ.
	S7	<ul style="list-style-type: none"> ▪ Ensure the incorporation of a gender perspective within Bn Training Exercises. 	
Awareness and Visibility	DCO	<ul style="list-style-type: none"> ▪ Ensure the implementation of awareness/training of IRISHBATT personnel with respect to conflict related sexual and gender-based violence (CRSGBV), human rights, the gender perspective and UNSCR 1325. ▪ Ensure IRISHBATT personnel are aware of a 'no tolerance' policy with respect to Sexual Exploitation and Abuse (SEA), sex for payment or inappropriate behaviour of any kind involving the local population. 	
	PIO	<ul style="list-style-type: none"> ▪ PIO to consider diversity of personnel in activities/material produced/disseminated to the Defence Forces/UNIFIL/local audiences. 	Consider ceremonial events, outreach etc.

Promotion

Promotion of Gender Equality	All	<ul style="list-style-type: none"> ▪ In accordance with existing Defence Forces policies as outlined above, IRISHBATT will promote a fair, equitable, supportive and inclusive working environment for all. 	
	S1	<ul style="list-style-type: none"> ▪ Defence Forces Women's Network schedule to take place in theatre once per month. 	S1 to co-ordinate
	Op Coys	<ul style="list-style-type: none"> ▪ Personnel to be aware of DF Policies with respect to Interpersonal Relationships. 	Admin. Instr. A7.
	PIO	<ul style="list-style-type: none"> ▪ Once monthly employ a 'female' specific media messaging post. 	

Annex B – Role of the Defence Forces Gender Advisor (J1)

- Overall responsibility for the co-ordination of the implementation of UNSCR 1325 and related resolutions within Defence Forces policies, programmes and operations both on island and overseas.
- Monitor the implementation of the Defence Forces Third Action Plan for the Implementation of UNSCR 1325 and Related Resolutions.
- Advise Defence Forces General Staff on all matters pertaining to the incorporation of a gender perspective within military planning and operations.
- Responsible for the co-ordination of gender related training for Defence Forces personnel.
- Responsible for the nomination of suitable candidates/representatives to attend national or international courses, conferences, seminars etc. in the area of WPS.
- Advise and support Bde/Fmn Gender Advisors on the implementation of the Defence Forces Third Action Plan for the Implementation of UNSCR 1325 and Related Resolutions.
- Ensure the education, monitoring and support, of nominated Gender Focal Points Defence Forces wide.
- Represent the Defence Forces on the Oversight Group for Ireland's third national Action Plan on Women, Peace and Security.
- Co-ordinate Defence Forces representation as a member of the Irish Consortium on Gender Based Violence (ICGBV).
- Act as the Defence Forces ISDP POC on all matters relevant to women, peace and security.
- Liason with relevant national and international organisations and representatives, to include the UN, NATO, EU and OSCE on all matters pertaining to WPS.
- Represent the Defence Forces as a member of the NATO Committee on Gender Perspectives.
- Promote and advise on a gender aware approach to Defence Forces policies and procedures.

Annex C – Role of Bde/Fmn Gender Advisor

- Key advisor to the GOC/FOCNS on all aspects of the integration of a gender perspective in Bde/Fmn operations.
- Assist DF GENAD in the monitoring and implementation of the Defence Forces Third Action Plan for the Implementation of UNSCR 1325 and Related Resolutions.
- The delivery of relevant briefs/training at Bde/Fmn level i.e. induction training, career courses, specialised instructor courses etc.
- Facilitate the incorporation of a gender perspective in the conduct of DF exercises within units/schools/BTCs. DFTC GENAD to co-ordinate gender element to MRX.
- Organise and conduct a minimum of two Gender Focal Point courses annually for Bde/Fmn.
- Ensure all Bde/Fmn GFPs are carrying out their duties as per job description.
- Disseminate key messages, developments, progress regarding WPS, the gender perspective, gender mainstreaming, gender equality and UNSCR 1325 to Bde/Fmn personnel.
- Identify suitable candidates to undergo Gender Advisor training for recommendation to DF GENAD.
- Ensure a contingency plan is in place guaranteeing the occupancy of the Bde/Fmn Gender Advisor appointment in the event of an overseas rotation or appointment change.
- Assist with relevant WPS tasks as designated by the DF GENAD.
- Reporting on the progress of all Bde/Fmn GENAD roles/responsibilities to DF GENAD.

Annex D – Role of Unit/Branch Gender Focal Point

- Assist Bde/Fmn Gender Advisor in the integration of a gender perspective in Bde/Fmn operations.
- Develop a general understanding of the overall concept of gender mainstreaming and United Nations Security Council Resolution 1325.
- Inform personnel on matters pertaining to the integration of a gender perspective in military operations and the aims of UNSCR 1325 and the WPS agenda.
- Provide practical advice on the integration of a gender perspective within staff branches/at unit level.
- Gather gender specific data as required by DF/Bde/Fmn Gender Advisor within staff branches/at unit level.
- Collect lessons observed, identified and learned with regard to the integration of a gender perspective at unit/branch level.

Annex E – Role of Gender Advisor on Overseas Deployment or at Sea

- Serves as Gender Advisor to the Commander of Irish Defence Forces personnel in theatre.
- Contributes to improved situational awareness and mission effectiveness by ensuring the integration of a gender perspective in operations.
- Directly supports the Commander in the planning, conduct and evaluation of operations by ensuring the integration of a gender perspective in all areas of the decision making process.
- Ensures the integration and common understanding of UNSCR 1325. Responsible for the training of all military personnel on how gender pertains to operations and how a gender perspective can contribute to the success of the mission.
- Establishes and maintains continuous and collaborative contact within the relevant mission chain of command as it pertains to gender.
- Contributes to overall situational awareness by liaising via appropriate mission structures, with local authorities, international organisations, governmental and non-governmental organisations with respect to gender specific considerations.
- Educates, monitors and supports nominated Gender Focal Points in theatre.
- Ensures information gathering processes include where possible the capture of sex-disaggregated data.
- Provides input reflecting gender considerations/UNSCR 1325 to operational updates, meetings and reporting processes.
- Conducts post deployment interview with DF GENAD evaluating mission pre-deployment training, the practical implementation of training in theatre and lessons learned in order to assess the effectiveness of DF training/processes and identify areas for improvement.

Annex F – Terms and Definitions²

Gender. Gender refers to the social attributes associated with being male and female learned through socialisation and which determines a person's position and value in a given context. Gender does not equate to an exclusive focus on women.

Sex. Sex is understood to refer to the biological difference between male and female bodies.

Gender Equality. Gender equality refers to the equal rights, responsibilities, opportunities and access for men, women, boys and girls. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of men and women.

Integration of a Gender Perspective. The aim of the application of a gender perspective is to assess the differing impacts of a given situation/operation/activity on men, women, boys and girls. More fundamentally, integrating a gender perspective is done by adapting action following a gender analysis.

Gender Mainstreaming. Gender mainstreaming is defined as a strategy used to achieve gender equality by assessing the implications for women and men of any planned action, in all areas and at all levels, in order to ensure that the concerns and experiences of both sexes are taken into account.

Gender Analysis. Gender analysis requires the systematic gathering and examination of information on gender differences and on social relations between men and women in order to identify and understand inequities based on gender.

Sex Disaggregated Data. This refers to data or statistics that are divided to show the respective results for women and men separately.

CRSGBV. Conflict-Related Sexual and Gender Based Violence refers to any sexual and/or gender-based violence against an individual or group of individuals, used or commissioned in relation to a crisis or an armed conflict.

Exploitation. Exploitation (sexual or gender-based) includes, at a minimum, taking advantage of the prostitution of others, or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, as well as threat of use of force or other forms of coercion, of abduction, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to obtain the consent of a person having control over another person, for the purposes of such exploitation.

Hegemonic Masculinity. The concept of hegemonic masculinity allows us to understand how the presence of plural masculinities generates a hierarchical positioning not only between men and women but also between men themselves. The concept is premised on the existence of a dominant form of masculinity. All men position themselves in relation to it, and therefore internalise behaviour that contributes to its reproduction. The pressure to conform and relate to this ideal dominant masculinity perpetuates this structure of gender based hierarchy in society.

² NATO Bi-SCD 040-001.

