



## CROSS SECTOR TASK FORCE

### MASTERPLAN

## IMPLEMENTATION OF UNSCR 1325 IN IRAQ

2016-2017

Federal Government of Iraq and Kurdistan Regional Government



Kingdom of the Netherlands



IFE - EFI  
Euromed Feminist Initiative

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## LIST OF ABBREVIATIONS

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CAW	Committee for the Advancement of Women	MoHE	Ministry of Higher Education
CBO	Community Based Organization	MoI	Ministry of Interior
CBS	Central Bureau for Statistics	MoJ	Ministry of Justice
CSO	Civil Society Organization	MoP	Ministry of Planning
CSTF	Cross Sector Task Force	MoSAL	Ministry of Social Affairs and Labor
EBL	Executive Body for Literacy	MoY	Ministry of Youth
FPD	Family Protection Department	MP	Member of Parliament
FRO	Foreign Relations Office	M&E	Monitoring and Evaluation
GD	General Directorate	NAP	National Action Plan
GE	Gender Equality	NGO	Non-governmental Organization
GU	Gender Unit	NRC	National Reconciliation Committee
HCW	High Council of Women	NSA	National Security Apparatus
HR	Human Rights	OR	Operation Room
HRC	Human Rights Commission	PSL	Personal Status Law
IC	International Conventions	SCRD	Supreme Committee for the Relief of Displaced
IED	Improvised Explosive Device	TD	Training Department
IDP	Internally Displaced Person	ToT	Training of Trainers
IHCHR	Iraq High Commission for Human Rights	UNFPA	United Nations Population Fund
INGO	International Non-Governmental Organization	UNSCR	United Nations Security Resolution 1325
MoD	Ministry of Defence	VAW	Violence Against Women
MoE	Ministry of Education	WC	Women's Committee
MoF	Ministry of Finance	WPU	Women Protection Unit
MoH	Ministry of Health	WR	Women's Rights

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## 1. INTRODUCTION

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The five years national action plan (NAP) for the implementation of the United Nations Security Council Resolution 1325 on women peace and security was adopted in April 2014. Iraq became the first country in the Middle East and North Africa to have adopted a NAP1325. The development of the plan took place in a highly participatory process between civil society and decision makers. A Cross Sector Task Force, hereafter the Task Force, from Federal Government of Iraq and Kurdistan Regional Government was formed, composed of representatives from ministries, members of parliament, legal experts and INAP1325 Initiative. Legal, drafting and financial committees were set up to facilitate the work of the Task Force. National consultations were held afterwards, while the Task Force continued to develop its structure and work for the implementation, follow up, monitoring and evaluation of the NAP, supported by the Euromed Feminist Initiative and funded by the Norwegian Foreign Ministry for the first phase and Dutch Foreign Ministry for the second phase.

Due to the worsened political situation with the fall of the province of Ninawa, a one year emergency plan was developed in the frame of NAP by the civil society Alliance 1325 in coordination with the Ministry of Women's Affairs to address the emerging needs and urgent priorities through the NAP holistic approach to the implementation of UNSCR 1325. The NAP is based on the values of gender equality and universal women's human rights as per the international women's rights instruments, and is in line with strategies adopted by the Federal Government of Iraq and Kurdistan Regional Government to advance women rights and to combat violence against women. It has concrete goals, expected results, specific actions, objectively verifiable indicators, bound by time frame, division of responsibilities and assessment of funds availability. In the implementation phase, 17 ministries and institutions (11 from Baghdad and 6 from Erbil) involved themselves. They formed follow up units and developed sectoral ministerial plans to fit the priorities, objectives and actions of the NAP and its emergency plan.

The present comprehensive masterplan is a result of incorporating these concrete ministerial actions under the NAP pillars of Participation, Protection and Prevention. The principles of social and economic empowerment as well as legislation and law enforcement are also integrated in the actions of relevant bodies and legislators. The masterplan highlights the vital importance of issues related to:

- Participation of women in decision-making and peace-building
- Participation of women (as voters and candidates) in elections
- Access to health and psychosocial support for women victims of violence
- Building a culture of gender equality with education and awareness-raising actions that target both women and men
- Protecting and empowering IDP women
- Increasing employment opportunities and enhancing employment conditions for women, including IDP women
- Amending discriminatory laws for women and improving judicial response for women victim of violence

The Masterplan is hence a roadmap which defines the roles and concrete actions of implementers of UNSCR1325. By spreading awareness about its objectives and content, the aim is to mobilize the society, as well as international actors, towards supporting its implementation by the government and contributing to strengthening social peace and security in Iraq, but also in the region.

Finally, the Task Force would like to thank all supporters and donors who are contributing to the successful implementation of the plan: local and national organisations and institutions, UN agencies, embassies and international organizations.

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## 2. MINISTRIES AND INSTITUTIONS INVOLVED IN THE IMPLEMENTATION OF NAP 1325 FOR IRAQ

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### FEDERAL GOVERNMENT OF IRAQ

Human Rights Commission (HRC)

Ministry of Defence (MoD)

Ministry of Education (MoE)

Ministry of Finance (MoF)

Ministry of Health (MoH)

Ministry of Interior (MoI)

Ministry of Planning (MoP)

Ministry of Social Affairs and Labor (MoSAL)

National Reconciliation Committee (NRC)

National Security Apparatus (NSA)

Supreme Committee for the Relief of Displaced (SCRD)

### KURDISTAN REGIONAL GOVERNMENT

Ministry of Education (MoE)

Ministry of Foreign Relations (MoFR)

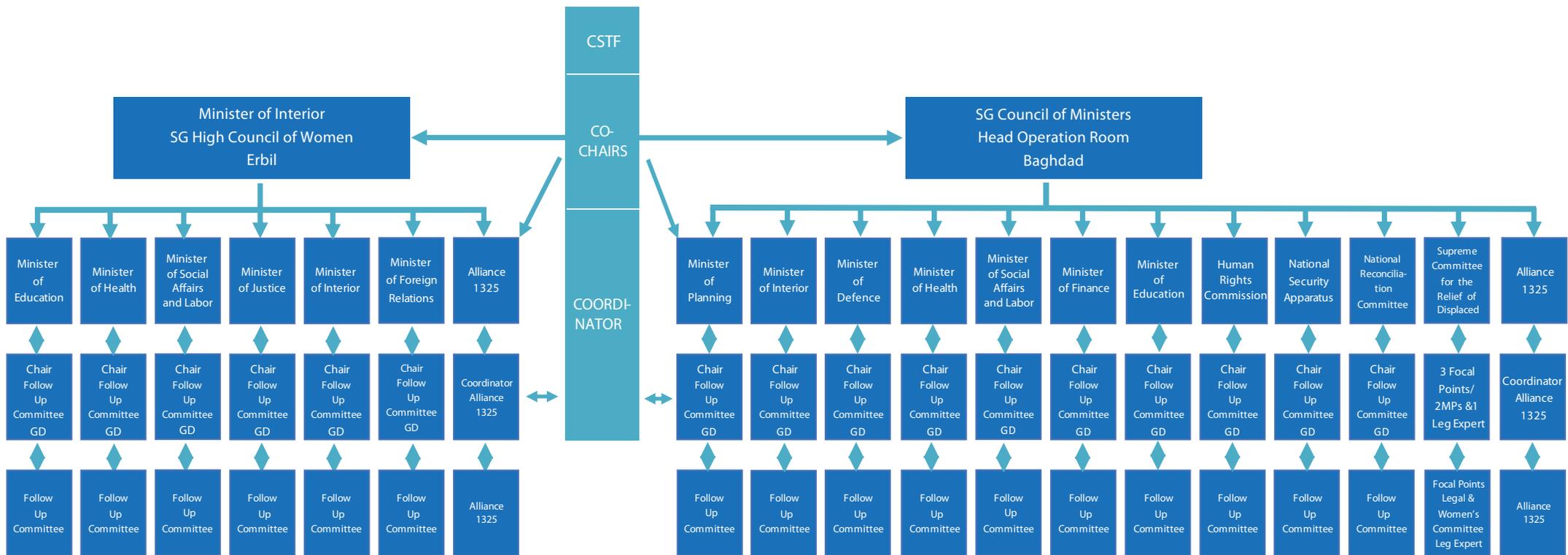
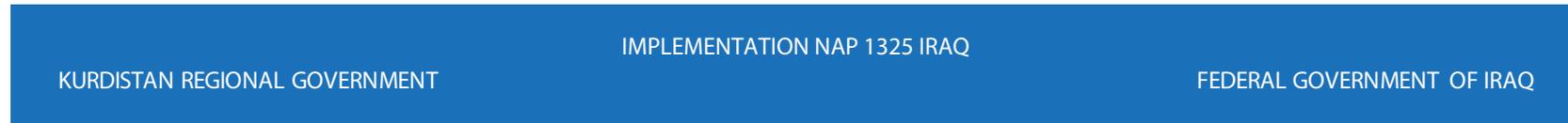
Ministry of Health (MoH)

Ministry of Interior (MoI)

Ministry of Justice (MoJ)

Ministry of Social Affairs and Labor (MoSAL)

### 3. CROSS SECTOR TASK FORCE STRUCTURE



N	Objectives	Activities	Expected Results	Indicators	Federal gov Iraq		Kurdistan reg gov		Date of Implementation	Reporting	Target group	Activity description	Funding
					Responsibility of Implementation		Responsibility of Implementation						
					Main	Partner	Main	Partner					

## 4. NAP PILLARS

### Pillar One: Participation

1	Women engaged in the design and management of humanitarian activities during armed conflict and during post-conflict	A. Trainings of women leaders to participate in Peace teams	Improved policy and legislation, enhanced status and role of women	Number of women and presence of women's rights in formal peace building structures & process in Iraq	OR				2017-2018	Quarterly	Women-leaders in executive & legislative authorities - 25 in each workshop	6 workshops & trainings on negotiations, transitional justice & conflict resolution	Funding secured	
		(A)												
		B. Review & amend policies (security and civil service) to enable women participation on local & national level	A higher level of women's participation in decision-making positions esp during the conflict	Number of women in senior management level and in the peace negotiations mechanisms			MoE			1/9/2016-1/8/2017	Quarterly	Teachers, psychologists, sociologists, legal experts MoE 25 staff MoE, researchers and legal experts	1. Form mob teams in camps on psychosocial & legal support for victims of VAW 2. 10 days training Gen Directorates of MoE in the provinces	Funding needed
						MoJ	CSOs	2016	Monthly reports	20 public prosecutors	Training on UNSCR 1325 Coordination with CSOs	Funding needed		
		C. Provide a database of women in leadership and decision-making positions					MoSAL	(A, D)		Ongoing since 2013	Monthly and quarterly reports	Police officers; law and sociology experts, 120 Participants	Training leadership; special units in the GD for combating VAW; Forming mob teams in camps	Funding needed
		D. Form women's emergency teams to address women issues					IHCHR	OR			Last quarter 2016 - 2017	Quarterly	Relevant committees in the parliament (HR committee) and ministries	Communicate Parlmt. Committee to review & propose laws as per WR international tools and constitution
			MoP	CBS			Second half of 2016 - 2017	Biannual and annually	Women in decision making positions in all state institutions	Conduct a survey with all state institutions to identify gender gap especially at decision making level	Funding secured			

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2	Women are involved in peace-making, negotiations, conflict-resolution and in the peace agreements	A. Trainings on UNSCR 1325  B. Trainings on gender equality  C. Training on national reconciliation, peace-building and negotiation skills  D. An analytical study on women's role in decision making mechanisms in Iraq during peace and the conflict	Increased N: of women in reconciliation committees, peace initiatives and strategic committees	N: of women in senior leadership positions, in reconciliation committees & peace initiatives			MoJ (A)		2016 - 2017	Quarterly	20 legal female experts 30 participants	Training on peace making participation Training on CSOs management	Funding needed
					NRC (A, C)	CSOs			2016 - 2017	Quarterly	Women in CSOs working on reconciliation	Training community building, development, reconciliation	Funding secured
					IHCHR (A,B)	OR			Beginning of 2017	Quarterly	IHCHR employees	Training on 1325: documentation of violations, following up, recommendations	Funding secured
					MoSAL (A, B)	OR, Alliance 1325			Ongoing		20 participants Staff each training	5 Trainings 1325 with UNFPA UN WOMEN	Funding secured
					NS (A)	CSOs			2016-2017	Biannual	Staff working with IDP women	Holding 5 training workshops on 1325	Funding secured
					MoE GU (B)	CAW (MoE)			Ongoing	Biannual	MoE staff	Spreading knowledge on gender issues	Funding secured
							MoE (A)		1/9/2016 – 1/8/2017	Quarterly	50 staff, ind Gen. Directorate for Education	3 trainings: priorities & 1325 implementation	Funding needed
							(FRO) (A)		2016	Quarterly	30 Employees from all depts	3 trainings on 1325 Basic principles	Funding needed
							MoSAL (B)		From 2012 – ongoing	Quarterly	25/30 Refugees and IDPs /workshop	1 day workshops on gender and basic principles of 1325	Funding needed
							Mol (A, B)				50 Sen. officials: GDs, mayor district director, dep managers	Trainings on UNSCR 1325 and gender	Funding needed
		(D)				2017	Bi-and – annually	Women in decision-making positions	Conducting a study on hinders for women participation in decision-making	Funding secured			

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3	Representation of women from conflict-ridden communities in conflict-resolution, to be part of conflict prevention & achieve sustainable peace	A. Trainings for women to run for elections and women voters B. Awareness raising on the importance of women's participation in decision-making C. Training of women in political parties	Presence of WR and increased N: of women in senior decision-making positions in centers and in peace negotiation committees	N: of women running for decision-making positions and peace negotiations: N: of women who get those positions	OR (A)	Election Commission and CSOs			2017	Quarterly	Women candidates and women voters in villages and rural areas	4 trainings for women who run for candidates in the local elections; With the Electoral Commission focus campaign encouraging women to vote	Funding secured
					MoSAL (B)				Quarterly	Leadership cadre in the ministry	Workshop for decision makers in the ministry	Funding secured	
					NS (B)			Last quarter of 2016	One report	Leadership cadre in the apparatus	Workshop on women's participation in the decision-making	Funding secured	
							MoE (B)	1/9/2016 – 1/9/2017	Quarterly	18 GDs in all directorates	Workshops seminars on women empowerment to reach decision-making positions	Funding needed	
4	Women returnees are involved in reconstruction & rehabilitation in their places of origin	A. Empower women returnees to reach decision-making in reconstruction B. Pressure authorities to support small projects for returnees and provide grants & loans C. A field study on work opportunities for women in the camps	Improved situation of women at local level	Increased number of women in local governments Level of social and economic stability Employment rate of women returnees	OR (A)				2017	Quarterly	Women potential leaders in the camps	4 workshops :2 in Baghdad and 2 in country side on participation in reconstruction	Funding secured
					MoSAL WPU (B)			Ongoing but slow due to lack of funding	Quarterly	Employment and loans department	WPU lobbying Employment and loans department to provide loans for IDP women	Funding secured	
					IHCHR			Depends on the return of displaced persons	Quarterly	Government sectors and international donors	Advocacy – statements, press conferences and & communications	Funding secured	
							MoSAL	CSOs		Quarterly	IDP women	Field study on employment opportunities for women in camps	Funding secured

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5	Displaced women are encouraged and supported to participate in the camps' management and in dealing with women's issues	Trainings for displaced women in management of camps and addressing the needs of displaced people	N: of women who are able to manage the camps and deal with displaced people	Improvement in the general situation of camps, especially on social and psychological level  Decreased N:of complaints by IDP			MoSAL	Local CSOs, INGOs, agencies	Ongoing	Quarterly	IDP women	Training IDP women by sociologists	Funding needed
							Mol	Relevant actors, CSOs	2014 until present	Quarterly	IDP women especially those who survived ISIS Number: 270	Courses and capacity building; creating employment opportunities	Funding needed
					SCRD	OR Alliance 1325			Last quarter 2016 – 2017	Quarterly	Active IDP women in camps and employees of the Ministry of Immigration working with IDPs	10 workshops on managing camps and mechanism of providing humanitarian aid for women	Funding secured
6	Women are empowered economically and socially via implementation of specially designed programs	A. Cooperation with authorities to grant loans to women to start small businesses and help them find jobs	Women returnees and survivors get economic independence by getting job opportunities	Improved economic situation of women	MoE (EBL) (A)				Ongoing	Annually	Illiterate girls over official school age	Enrolling the target group at literacy centers that are close to their places of residence: providing fin. means to encourage enrollment	Funding secured
					MoSAL WPU (A)	UN agencies			Ongoing but slowly due to lack of funding	Quarterly	Returning IDP women who survived violence	Psychosocial support units coordinate with relevant agencies in every province	Funding needed
							Mol (A)	CSOs	2013 ongoing	Quarterly reports during normal conditions	50 Displaced and battered women	Coordination with CSOs	Funding needed

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		B. Empower IDP women by erasing illiteracy & enhance their chances of employment by helping complete their studies	Low illiteracy rate and high level of education among the displaced	Increased knowledge of women on the importance of their role in society	MoE - (EBL) (B)	SCRD				Quarterly	illiterate girls and IDP women	EBL offers teaching staff; SCRDP provides caravans or tents in camps for implementation of literacy programs	Funding secured
		C. Coordinate to create a program that empowers IDP women through loans and vocational training	Displaced women are empowered	N: of women receiving loans and participating in trainings	MOP (C)	WPU Employment, loans Service, TD			Second half of 2016 till 2017	Biannually and annually	IDP women and heads of households	Conducting a study on IDP women heads of households in cooperation and coordination with the Ministry of Labour /WPU	Funding needed
7	Ensure a fair, proportional representation & participation of women in all reconciliation committees, in negotiations & peace-building	A. Trainings on UNHCR 1325	Increased women's participation in government	N: of women in senior leadership positions	MoE – UNSCR 1325 committee	Gender Unit			1/9/2016 - 1/9/2017	Quarterly	MoE staff	Mainstreaming the 1325 priorities and implementation	Funding secured
		B. Trainings on gender & women participat. in decision making ; security, military, special forces & civil inst.: level GD	Government adapted laws that enhance women's participation as per IC	Percent of women in government institutions	NRC (A,B,D)					Quarterly	Women working at CSOs that deal with reconciliation	Organizing training courses, workshops, conferences and meetings on the subject	Funding secured
		C. Lobby relevant decision makers to support women's representation and participation			MoI (A,B) (HR & TD)	CSOs, Alliance 1325			2016-2018	Biannual	MoI Staff-women and men	Organizing training courses & workshops	Funding secured
		D. National mtng for reconciliation committees on 1325 & Charter 4 women's participation in the committees	Increased women's participation in the reconciliation committees	N: of women in reconciliation committees	OR				2016-2017	Quarterly	The National mechanism on reconciliation at the government, parliament and provinces	Workshops for male & female decision makers of the target groups on the importance of women's participation in peace negotiations	Funding needed
					MoD (A,B)				2016-2017	Quarterly	MoD staff male and female	Awareness-raising	Funding secured

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## Pillar Two: Protection

1	Protection of IDP women and reducing violence against them and ensuring there's no impunity for perpetrators by integrating women's rights in the legal and security systems	-Establishment of specialized centers in camps to receive victims and survivors of violence and provide the following services:	Survivors of violence are Integrated in society	Participation of rehabilitated in various fields of public life; Psychological, social and economic stability of the rehabilitated			MoH (a)		2016	Quarterly	Survivors of VAW in camps: 15 participants per course	3 ToT courses, one in each province on violence and medical assistance for the sexually assaulted	Funding needed
		a. Urgent health- and reproductive health services					Mol (a, b, c, d)		2014 till present	Biannual/ monthly/ quarterly reports	IDP women, battered after displacement and victims during conflicts Number: 70	Reviewing laws and proposing amendments; providing security for camps; seminars and courses for IDP; enforcing laws	Funding needed
		b. Psychosocial Services					MoE (b)	Directorate of Social research	1/9/2016 to 1/9/2017	Quarterly	IDPs, students, including with disabilities 100 students 50 researchers	Training courses by social researchers; 48 sessions per student	Funding needed
		c. Female police services for quick response			Women get protection and maintain their personal freedom and dignity	MoH (b)			2017	Quarterly	Survivors of violence and sexual abuse; Medical staff	Training medical staff to provide services for survivors from sexual abuse; Produce guidelines	Funding secured
		d. Legal services				MoSAL (b, e)			b) First half of 2017 e) Ongoing -		Returning IDP women	Psychological support provision Including all eligible in Erbil's center under the social welfare as per regulations	Funding secured
		e. Social and economic empowerment services				Mol (b, c)	FPD		2017-2018	Biannual	Women survivors of violence	Form mob teams in camps, and establish a database to document cases	Funding secured
						IHCHR (b, e)			Start when Centers are operational	Quarterly	Centers	Monitor center's performance; provide reports to authorities	Funding secured

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		- Establishment of a data base of beneficiaries of the above center  - Training courses for survivors of sexual abuse to rehabilitate and re-integrate them back into society			MoP CSO (e)				During 2017 till 2018	Biannual and annual reports	IDP women and women affected by the conflict	Conduct a survey of IDPs to determine situation, their needs & potentials	Funding needed
					SCRD				2017	Quarterly	IDP women and those affected by the conflict	Put up a caravan with equipment for the related sectors (MoL and MoH) to start work	Funding needed
					MoD				2016	Quarterly	IDPs	Providing camps within sector responsibility	Funding secured
					OR (d)				2016-2017	Quarterly	Survivors of violence	Workshops for related staff - MoH, MoL on monitoring, documentation, and provision of psychosocial service	Funding secured
							MoJ (d)		2016 - 2017	Quarterly	20 legal experts and prosecutors	Training on work with women victims of VAW, legal advice	Funding needed
2	Ensure the return of women who were abducted or went missing during military operations and armed conflict	A. Pressure authorities to take urgent measures for the return of missing, abducted women	A database on survivors, abductees and missing to ensure access and support	N: of missing, abducted and survivor women matches the number investigated  Number of displaced women and survivors of armed violence	OR and Alliance 1325 (A)				4 <sup>th</sup> quarter 2016	Biannual	Ministers Council Secretariat & National Security Apparatus	Hold meetings with Secretariat of Ministers Council & National Security Apparatus to follow up on committee formation	Funding secured
		B. Reach out to displaced families to inquire the N of missing women					MoI (B)		From 2014 till present	Based on circumstances	Families of missing and abducted women: 100	Preparing statistics	Funding needed
		C. Coordination with gov. and non-gov. agencies					MoI (C)		Still ongoing	Based on circumstances	International bodies	Coordination with authorities - Ministry of Peshmerga	Funding Secured

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		to establish the fate of the abductees  D. Coordination with INGOs and Agencies on fate of missing and abductees  E. Comprehensive survey on the reality of displaced women	Integrated database on reality and state of displaced women, their problems, and potentials.	Gathered information with all indicators	NRC (D)				2016 - 2017	Missing and abducted women	Quarterly	Coordination between INGOS, UN Agencies and committees at NRC	Funding secured
							Mol (D)		Under implementation	Monthly reports	CSOs, CBOs	Activities and Genocide Center	Funding secured
					NSA (B,C,D)				4 <sup>th</sup> quarter of 2016	Biannual	Women who went missing and abducted during conflict	Form a Higher Security Committee led by NSA to collect data on missing & abducted women and ways to bring them back	Funding secured
3	Ensure fair treatment of IDPs through urgently investigating IDP complaints guaranteeing no impunity for perpetrators	A. Campaigns to pressure authorities and HR bodies to take needed measures and ensure fair treatment of IDPs B. Appoint policewomen to police stations in the camps C. Appoint experts in the protection centers to ensure anonymity with registration of complaints from women victims of violence D. Follow up with competent authorities on measures taken to address the complaints	Availability of legal services to displaced women  Availability of legal and judicial protection for complainants	The N: of policewomen in camps  The N: of complaints filed by IDP women  The N: of security breaches in camps	Alliance 1325, WC Parliament (A)				2016-2018	Quarterly	Executive and Security Authorities, and Judicial Authorities	Regular visit to camps to oversee complaint and procedures, address them and communicate flaws to authorities	Funding secured
					Mol (B, C, D)				2017-2018	Biannual	IDP women	Coordinating with Police Department to form Mob teams	Funding secured
					IHCHR (D)				2016 - 2018	Quarterly	Survivors of violence	Investigation of all violations against IDP women	Finding secured
					MoD (D)				2016	Depending on the situation	All IDP citizens within sector responsibility	Open a hotline for complaints at the special division at complaints department	Funding needed
							Mol (A, B, D)			Ongoing	Depending on the situation	A. IDP women B. 40 policewomen	A. Hold courses B. Appoint 40 police women in camps D. Gather evidence and coordinate with other ministries to support work Genocide center

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4	Ensure application and implementation of laws to protect women who have been subjected to abduction or sexual assault	<p>A. Exert pressure on relevant authorities to pass and enforce laws that guarantee protection for female victims from abuse and kidnapping</p> <p>B. Open shelters for survivors, provide protection and address their needs</p> <p>C. Allocation compensation for survivors</p> <p>D. Trainings to survivors' families to ensure their understanding</p>	Protection and care for women who have been subjected to violence and rape during military operations and conflicts	Decrease in arbitrary measures and abuses against survivors	MoSAL WPU (A)				4 <sup>th</sup> quarter of 2016	One report	Parliament, Women's Committee in Parliament	Cooperation with Speaker of Parliament and Woman's Committee to speed passing of law on Protection from VAW	Funding Secured
					MoD (A)	Relevant authorities			2016	Depending on the situation	Survivors of Violence	Seeking to find and prosecute perpetrators	Funding secured
							MoI (A, B)	MoSAL CSOs	A. From 2014 until now B. Ongoing	A. Depending on the circumstances B. No reports	Parliament, IDPs women, MoL, CSOs, Security authorities, Adm. Centers; N: 70	Coordinating with MoL, CSOs & IDPs & organizing common awareness seminars workshops, plans and programs	Funding needed
					MoI / Dep. Police Affairs (B)	MoSAL			2017-2018	Biannual	Women who have been kidnapped and sexually assaulted	Securing shelters by relevant authorities within the Department of Police Affairs	Funding secured
					SCRD (C)				2017	Quarterly	Women who survived violence during conflict	Allocating funds from SCRDS' budget to survivors of violence	Funding needed
							MoE (A, B)		1/9/2016 to 1/9/2017	Quarterly	Survivors and their families ; 50 rape cases; 100 cases of violence	Workshops for survivors' families to insure their understanding of survivors' situation	Funding needed
					OR (D)	Religious Endowment, CSOs HRC			2016-2018	Quarterly	Communities of women survivors of abduction and sexual violence	Lobby Religious Endowment to raise community's awareness on victims' situation; Support CSOs, HRC to set up activities for abductees communities	Funding secured

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5	Empowerment of IDP women economically and socially to fully utilize the human resources in camps	A. Training and rehabilitation of IDP women to implement small income-generating projects	Rehabilitation of IDP women subjected to armed violence  The economic status of IDP women is improved  Rehabilitation of IDP women and women subjected to armed violence	Number of women participating in trainings and rehabilitation courses  A decreased percentage of women living below the poverty line	MoSAL (A, B, C)	MoP			Depends on funding	To be determined after the project starts	IDP women benefiting from the Ministry	Seek funding from governmental and nongovernmental bodies to help these women as required	Funding needed	
		B. Fundraising to support IDP women			SCRD	OR and Alliance 1325			2016-2017	Quarterly	IDP women who do not have a provider and are heads of their households	Training for IDP women on running small income-generating projects	Funding needed	
		C. Coordination with government and private sector to provide job opportunities for IDP women					MoI			From 2014 until present	Depends on finding job opportunities and financial support	IDP women	Searching for job opportunities; building capacities in different fields; coordinating with authorities	Funding needed
		D. Program to rehabilitate IDP women professionally and psychologically, and to re-integrate them into their communities			MoF (C)	MoSAL Employ m. and loans depart.				2016	IDP women and survivors of violence	Quarterly	Coordinate to give loans for the unemployed and to provide them with job opportunities	Funding needed
					MoP (D)	MoSAL; CSOs active in this field				During 2017 till 2018	Biannual and annual reports	IDP women and women affected by conflict	Coordinate with MoL to include IDP women in rehabilitation and vocational courses	Funding needed
6	IDP women are ensured safe return and decent life	A. Cooperation with authorities to secure areas of return	Favorable circumstances	N: of women			MoI		From 2014 on-going	Depends on cases of returnees	Security Apparatus, Police	Coordinating with all Security Authorities; training on returning IDP women safely	Funding secured	
		B. Opening of specialized centers to provide the basic needs			MoD					2016	Depending on the situation		Continuing demining liberated areas and clearing them from IEDs.	Funding secured

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		for returnees C. Trainings to rehabilitate returnees and integrate them into society: Working with relevant entities on provision of medical services	for returnees; guarantees to dignity and safe living	wanting to return and settle in areas of origin	SCRD				2017-2018	Quarterly	IDP women heads of households and without provider	Communications with IDP women to inquire and meet their main needs	Funding needed
							MoH		2016	Quarterly	Survivors of violence	Providing medical and psychological health services	Funding needed
					NRC				2016-2017	Quarterly	IDP women	Workshops on reconciliation and community reconciliation	Funding secured
7	Harmonization of national legislation with international standards on WR including UNSCR 1325 to ensure prosecution of perpetrators of crimes against women and to bring women justice	A. Exert pressure on the House of Representatives to pass the law on prohibiting VAW  B. Coordinating with relevant committees at the Federal House of Representatives to review discriminative legislation	Laws that guarantee the protection of women and their rights	The percentage and N: of survivors from violence	MoSAL				The first half 2017	Upon implementation	Battered and IDP women who are beneficiaries of the Women's Department. The parliament	Writing a recommendation to the Iraqi Parliament from the Women's Department	Funding secured
					IHCHR				2016-2017	Quarterly	The house of representatives	Cooperating with relevant committees in the parliament to legislate and amend laws related to women's human rights	Funding secured
					OR				2017-2018	Quarterly	WR and HR committee, Legal Committee and Security Committee at the parliament	Review & change discriminative laws in Penal Code, PSL criminal procedures, Military and internal security forces and penalize perpetrators	Funding secured
							FRO		2016-2017	Quarterly	All department employees	Structuring cooperation with MPs to present demands at the parliament	Funding needed

N	Objectives	Activities	Expected Results	Indicators	Federal gov Iraq		Kurdistan reg gov		Date of Implementation	Reporting	Target group	Activity description	Funding
					Responsibility of Implementation		Responsibility of Implementation						
					Main	Partner	Main	Partner					

8	Equal opportunities for women and men to access economic resources	A. Exert pressure on decision-makers to issue policies that guarantee equal opportunities for women and men	Decreased rates of poverty and unemployment among women	Employment rates according to gender segregated statistics	OR (A)				Last quarter of 2017-2018	Quarterly	Supreme Committee for poverty alleviation	Working with Supreme Committee for poverty alleviation policies	Funding secured
		B. Work to increase government support for women victims of the war/conflict	Improved services for victims of military operations and human trafficking	Government policies and level of care for victims	MoSAL (B)				In the future 2016	Reporting mechanisms will be determined upon implementation start	Women who lost their providers	Implement the law that raises salaries of women benefiting from allocations; exempt IDP women from regulations provided by the department, including Yazidi women	Funding needed
		C. Creating partnerships with private and civil sectors to support and empower women		Number of programs and employment rates	MoF (B)				Approved within 2016 budget	Quarterly		The MoF allocates budgets for agencies working with IDPs; gender sensitivity is up to those agencies	Funding secured
9	Resource mobilization, monitoring and evaluation	A. Enforcement of Task Force to monitor and evaluate the implementation of the NAP (cross sector: govern agencies- Alliance 1325)	M&E process is activated	Nature of the monitoring and evaluation	CSTF Coordination (A, B)				2016-2018	Quarterly	A. Institutions executing NAP B. CSOs working with the NAP; Women Committee in the parliament	A. Adopting a mechanism to monitor level of accomplishment B. Build staff capacities to acquire expertise in the fields of reporting M&E and documentation.	Funding secured
		B. Structural participation of women CSOs in M&E of NAP	Institutionalized structure for M&E	Participation of NGOs in monitoring process; Increased awareness of women's issues & role in peace and security	OR				2016-2018	Quarterly	Related civil organizations (Alliance1325 and the other organizations)	OR coordinates and communicates with institutions, local governments, to facilitate the work of CSOs on 1325	Funding secured
		C. Training of cadres from these NGOs to increase their capacities in preparing reports	Access to data through reports of CSTF				Mol		Since 2014	Monthly	CSOs & Ministries	Coordinating with CSOs to facilitate access to data and in preparing reports	Funding secured

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### Pillar Three: Prevention

1	Mainstreaming gender in all policies and fields including raising awareness of service providers	Providing trainings for relevant institutions on working with IDP women and women affected by the conflict	Increased awareness on human rights on the concept of gender for service providers	Level of positive performance of security authorities and service-providers from gender and HR perspective	MoP	The MoP 1325 Follow up committee			2 <sup>nd</sup> half of the 2016 till 2017	Biannual and annual reports	Advanced staff at MoP 20 per training	Trainings on 1325 and gender sensitive planning and development	Funding secured
					MoH				2017	Quarterly	Medical/health staff working with services for women survivors of violence	Awareness courses for staff to integrate the concept of gender in MoH programs	Funding secured
					HCHR	Human Rights Offices at Security Institutions			2017	Quarterly	All Security authorities	Publishing a manual and train security forces to comply with HR standards during armed operations, conflicts	Funding secured
					SCRD	OR Alliance 1325			2017	Quarterly	SCRD, employees Ministry of immigration who provide services to IDPS	Workshop for women and men employees on HR and GE	Funding secured
					MoD				2016 -2017		Operation and team leaders	Holding training courses on UNSCR1325	Funding secured
							MoH		2016 –2017	Quarterly	45 staff who provide services for survivors of VAW	3 ToT on Human Rights awareness (1 course/ province)	Funding needed
							Mol		Ongoing	Quarterly and when needed	150 police officers (women in particular)	Workshops/ training courses/ publications	Funding needed

N	Objectives	Activities	Expected Results	Indicators	Federal gov Iraq		Kurdistan reg gov		Date of Implementation	Reporting	Target group	Activity description	Funding
					Responsibility of Implementation		Responsibility of Implementation						
					Main	Partner	Main	Partner					

2	Integration of human rights, values of equality, justice and principles of gender in all policies, programs and projects of security authorities	A. Gender mainstream policies and programs to ensure equality and justice	Women are empowered economically and socially	N: of policies, plans and programs that are inclusive of gender, justice and equality	MoP	MoL, MoH, MoE, MoY, HCHRI			Throughout 2017 and 2018	Biannual and annual reports	Ministries concerned with preparing policies, plans, and programs	Mainstreaming GE into policies, plans, and programs	Funding secured
					Mol	Alliance 1325			2016 - 2017	Biannual	All officers and Mol workers from both sexes	Holding courses about the concept of Gender at training centers and at HR Directorate	Funding secured
					MoE	CAW			Ongoing	Quarterly	MoE staff	Training on gender sensitive budgets	Funding secured
					IHCHR	Human Rights Offices in Security Institutions			2017	Quarterly	All security authorities	Meetings with security authorities to discuss integration of HR, gender equality in their policies	Funding secured
		MoD						2016 - 2017	Quarterly	Operations Command	Holding courses on Gender	Funding secured	
						FRO	MoJ and Judicial Council in provinces	Not possible to determine activity start date		FRO Employees Number: 70-100	Holding 3 training courses and publishing reports	Funding needed	
						Mol		Ongoing	Quarterly and after every course	130 Police officers, in particular female officers dealing with VAW	Courses in Human Rights; inserting HR material in the curricula taught to officers	Funding needed	
						MoE		1/9/2016 - 1/9/2017	Quarterly	Gymnasium students, students in Security and military apparatus - 21 schools institutes	Printing brochures, holding seminars, workshops, and lectures 11 lectures, 1 day per lecture	Funding needed	

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					Responsibility of Implementation		Responsibility of Implementation						
					Main	Partner	Main	Partner					

3	Mainstreaming gender in policies and processes relating to resolution and prevention of conflicts and peace building in Iraq	A. Capacity Building staff reconciliation committees on UNSCR 1325	Policies related to conflict resolution and peace-building	N: of qualified people hired within the committees of reconciliation			MoE		1/8/2016 to 1/8/2017	Quarterly	Entire Ministry staff 25-30 participants per seminar	Awareness-raising seminars on gender and Human Rights	Funding needed	
		B. Form committees to review the government's policies and political parties programs; to pressure for inclusion of WR and 1325	Improved awareness of personnel working in ministries concerned with Security Council resolution 132	Positive changes in policies and programs					2016 - 2017	Quarterly	NRC staff	Holding courses for both female and male	Funding secured	
									2017 - 2018	Quarterly	Political party leaders, people in charge of national mechanisms in executive authorities	Official circulars and one national conference	Funding secured	
4	Women are empowered and have improved capacities and awareness of their rights	A. Form committee to review school curricula and pressure for mainstreaming gender	Women and girls have increased awareness of their rights	N: of women empowered, campaigns and programs			Mol (A)		Ongoing	Monthly	Women in ministries on all education level	Training seminars	Funding needed	
									2017	Annual	Students in elementary and high school	Include HR and GE principles in social studies subjects	Funding secured	
										1/10/2016		High school students	Include the principle of GE in school curricula	Funding secured
		B. Training courses on gender for boys and girls in schools to increase awareness on WR & promote positive behavior	Men become more aware of women's rights and their role in society in accordance with the gender analyses	N: of beneficiaries from the training courses				MoE (B)		1/8/2016 - 1/8/2017	Quarterly	A. Students age group (13-20) B. Sociologists 34 sessions / 50 3. Male staff in the ministry	Train students to present proposals to reach GE. Evaluate proposals and develop further the best ones	Funding needed
										Ongoing	Quarterly	Educational Institutions	ToT on guidebook promoting HR and equality, and training the staff	Funding secured

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5	Adoption of legislation that respects human rights according to international standards and in line with international human rights conventions	A. Form a committee to review the legal provisions that are against women's rights and push for their amendment	Decreased levels of discrimination against women	Social acceptance of the principle of equality			FRO	Mol, HCW	2016 – 2017	Quarterly	Legislators, Heads of depts management, especially females 25/35 participants each	3 Training courses; publish reports on gender discrimination in law; coordinate with Mol and HCW	Funding needed
					OR				2017 - 2018	Quarterly	The House of Representatives, Supreme Judicial Council, concerned governmental sectors	Reactivate the joint commission of Supreme Judicial Council and Ministry of Women to amend/ abrogate discriminatory laws	Funding secured
		B. Conducting training programs for judges to raise their awareness of discriminative legislation	Women victims of VAW dare to raise complaints following exposure to violence	An increase in the number of complaints and persecutions			Mol		Ongoing	Monthly and per occasion	Students, MPs, CSOs Number: 50	Conferences and workshops on discrimination against women in legislation	Funding secured
					IHCHR				2017	Quarterly	HR court judges	Workshops to train judges and public prosecutors on gender-based discrimination in laws	Funding secured