CROSS SECTOR TASK FORCE

MASTERPLAN

IMPLEMENTATION OF UNSCR 1325 IN IRAQ

2016-2017

Federal Government of Iraq and Kurdistan Regional Government
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LIST OF ABBREVIATIONS

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

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. A legal, drafting and financial committee 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.
2. MINISTRIES AND INSTITUTIONS INVOLVED IN THE IMPLEMENTATION OF NAP 1325 FOR IRAQ

<table>
<thead>
<tr>
<th>FEDERAL GOVERNMENT OF IRAQ</th>
<th>KURDISTAN REGIONAL GOVERNMENT</th>
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<tbody>
<tr>
<td>Human Rights Commission (HRC)</td>
<td>Ministry of Education (MoE)</td>
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<td>Ministry of Defence (MoD)</td>
<td>Ministry of Foreign Relations (MoFR)</td>
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<td>Ministry of Education (MoE)</td>
<td>Ministry of Health (MoH)</td>
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<td>Ministry of Finance (MoF)</td>
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<td>Ministry of Health (MoH)</td>
<td>Ministry of Justice (MoJ)</td>
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<td>Ministry of Interior (MoI)</td>
<td>Ministry of Social Affairs and Labor (MoSAL)</td>
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<td>Ministry of Planning (MoP)</td>
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<td>Ministry of Social Affairs and Labor (MoSAL)</td>
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<td>National Reconciliation Committee (NRC)</td>
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<td>National Security Apparatus (NSA)</td>
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<tr>
<td>Supreme Committee for the Relief of Displaced(SCRD)</td>
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3. CROSS SECTOR TASK FORCE STRUCTURE

KURDISTAN REGIONAL GOVERNMENT

FEDERAL GOVERNMENT OF IRAQ

IMPLEMENTATION NAP 1325 IRAQ

Minister of Interior
SG High Council of Women
Erbil

Co-Chairs

SG Council of Ministers
Head Operation Room
Baghdad

Minister of Planning

Minister of Interior

Minister of Defence

Minister of Health

Minister of Labor & Social Affairs

Minister of Finance

Minister of Education

Human Rights Commission

National Security Apparatus

National Reconciliation Committee

Supreme Committee for the Relief of Displaced

Alliance 1325

Coordinator Alliance 1325

Minister of Planning

Minister of Interior

Minister of Defence

Minister of Health

Minister of Labor & Social Affairs

Minister of Finance

Minister of Education

Human Rights Commission

National Security Apparatus

National Reconciliation Committee

Supreme Committee for the Relief of Displaced

Alliance 1325

Coordinator Alliance 1325

Minister of Planning

Minister of Interior

Minister of Defence

Minister of Health

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Minister of Defence

Minister of Health

Minister of Labor & Social Affairs

Minister of Finance

Minister of Education

Human Rights Commission

National Security Apparatus

National Reconciliation Committee

Supreme Committee for the Relief of Displaced

Alliance 1325

Coordinator Alliance 1325
## 4. NAP PILLARS

### Pillar One: Participation

<table>
<thead>
<tr>
<th>No</th>
<th>Objectives</th>
<th>Activities</th>
<th>Expected Results</th>
<th>Indicators</th>
<th>Federalgov Iraq</th>
<th>Kurdistanreg gov</th>
<th>Date of Implementation</th>
<th>Reporting</th>
<th>Target group</th>
<th>Activity description</th>
<th>Funding</th>
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<td>Responsibility of implementation</td>
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<td>Main</td>
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<tr>
<td>1</td>
<td>Women engaged in the design and management of humanitarian activities during the armed conflict and during the post-conflict</td>
<td>A. Trainings of women leaders to participate in Peace teams</td>
<td>Improved policy and legislation, enhanced status and role of women</td>
<td>OR (A)</td>
<td>2017-2018</td>
<td>Quarterly</td>
<td>Women-leaders in executive &amp; legislative authorities - 25 in each workshop</td>
<td>6 workshops &amp; trainings on negotiations, transitional justice &amp; conflict resolution</td>
<td>Funding secured</td>
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<td>B. Review &amp; amend policies (security and civil service) to enable women participation on local &amp; national level</td>
<td>Number of women and presence of women’s rights in formal peace building structures &amp; process in Iraq</td>
<td>MoE (A)</td>
<td>1/9/2016-1/8/2017</td>
<td>Quarterly</td>
<td>Teachers, psychologists, sociologists, legal experts MoE 25 staff MoE, researchers and legal experts</td>
<td>1. Form mob teams in camps on psychosocial &amp; legal support for victims of VAW 2. 10 days training Gen Directorates of MoE in the provinces</td>
<td>Funding needed</td>
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<td>C. Provide a database of women in leadership and decision-making positions</td>
<td>Number of women in senior management level and in the peace negotiations mechanisms</td>
<td>MoJ (A) CSOs</td>
<td>2016</td>
<td>Monthly reports</td>
<td>20 public prosecutors</td>
<td>Training on UNSCR 1325 Coordination with CSOs</td>
<td>Funding needed</td>
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<td>D. Form women’s emergency teams to address women issues</td>
<td>A higher level of women’s participation in decision-making level and in the peace negotiations</td>
<td>MoI (A, D)</td>
<td>Ongoing since 2013</td>
<td>Monthly and quarterly reports</td>
<td>Police officers; law and sociology experts, 120 Participants</td>
<td>Training leadership; special units in the GD for combating VAW; Forming mob teams in</td>
<td>Funding needed</td>
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<td>IHCHR (B) OR</td>
<td>Last quarter 2016 - 2017</td>
<td>Quarterly</td>
<td>Relevant committees in the parliament (HR committee) and ministries</td>
<td>Communicate Parliament, Committee to review &amp; propose laws as per WR international tools and constitution</td>
<td>Funding secured</td>
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<td>MoP CBS</td>
<td>Second half of 2016 - 2017</td>
<td>Biannual</td>
<td>Women in decision making positions at all state institutions</td>
<td>Conduct a survey with all state institutions to identify gender gap especially at decision making level</td>
<td>Funding secured</td>
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<tr>
<td>N</td>
<td>Objectives</td>
<td>Activities</td>
<td>Expected Results</td>
<td>Indicators</td>
<td>Federal gov Iraq Responsibility of Implementation</td>
<td>Kurdistan reg gov Responsibility of Implementation</td>
<td>Date of Implementation</td>
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<td>Target group</td>
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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. Training 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 senior leadership positions, in reconciliation committees & peace initiatives | N: of women in senior leadership positions, in reconciliation committees & peace initiatives | MoJ (A)  
NRC (A, C)  
IHCHR (A, B)  
MOL (A, B)  
NS (A)  
MoE GU (B)  
MoE (A)  
(FRO) (A)  
MoL (B)  
MoL (A, B) | 2016 - 2017  
2016 - 2017  
Beginning of 2017  
Ongoing  
2016-2017  
1/9/2016 – 1/8/2017  
2016  
From 2012 – ongoing  
2017 | Quarterly  
Quarterly  
Quarterly  
Ongoing  
Biannual  
Quarterly  
Quarterly  
Quarterly  
Quarterly | 20 legal female experts  
30 participants  
Women in CSOs working on reconciliation  
20 participants  
MoE staff  
50 staff, incl. Gen. Directorate for Education  
30 Employees from all departs  
25/30 Refugees and IDPs /workshop  
50 Sen. officials: GDs, mayor district director, dep managers  
Women in decision-making positions | Training on peace making participation  
Training on CSOs management  
Training community building, development, reconciliation  
5 Trainings 1325 with UNFPA UN WOMEN  
Holding 5 training workshops on 1325  
3 trainings: priorities &1325 implementation  
1 day workshops on gender and basic principles of 1325  
Trainings on UNSCR 1325 and gender  
Conducting a study on hinders for women participation in decision-making | Funding needed  
Funding secured  
Funding secured  
Funding needed  
Funding needed  
Funding secured  
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Funding secured |
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<th>N</th>
<th>Objectives</th>
<th>Activities</th>
<th>Expected Results</th>
<th>Indicators</th>
<th>Federal gov Iraq</th>
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<th>Reporting</th>
<th>Target group</th>
<th>Activity description</th>
<th>Funding</th>
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<tr>
<td>3</td>
<td>Representation of women from conflict-ridden communities in conflict-resolution, to be part of conflict prevention &amp; achieve sustainable peace</td>
<td>A. Trainings for women to run for elections and women voters&lt;br&gt;B. Awareness raising on the importance of women’s participation in decision-making&lt;br&gt;C. Training of women in political parties</td>
<td>Increased number of women running for decision-making positions and peace negotiations: N: of women who get those positions&lt;br&gt;N: of women running for decision-making positions and peace negotiations</td>
<td>OR&lt;br&gt;(A)</td>
<td>Election Commission and CSOs</td>
<td>2017</td>
<td>Quarterly</td>
<td>Women candidates and women voters in villages and rural areas</td>
<td>Funding secured</td>
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<td>MoL&lt;br&gt;(B)</td>
<td></td>
<td></td>
<td>Quarterly</td>
<td>Leadership cadre in the ministry</td>
<td>Workshop for decision makers in the ministry</td>
<td>Funding secured</td>
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<td>NS&lt;br&gt;(B)</td>
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<td>Last quarter of 2016</td>
<td>One report</td>
<td>Leadership cadre in the apparatus</td>
<td>Workshop on women's participation in the decision-making</td>
<td>Funding secured</td>
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<td>MoE&lt;br&gt;(B)</td>
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<td>1/9/2016 – 1/9/2017</td>
<td>Quarterly</td>
<td>18 GDs in all directorates</td>
<td>Workshops seminars on women empowerment to reach decision-making positions</td>
<td>Funding needed</td>
</tr>
<tr>
<td>4</td>
<td>Women returnees are involved in reconstruction &amp; rehabilitation in their places of origin</td>
<td>A. Empower women returnees to reach decision-making in reconstruction&lt;br&gt;B. Pressure authorities to support small projects for returnees and provide grants &amp; loans&lt;br&gt;C. A field study on work opportunities for women in the camps</td>
<td>Increased number of women in local governments&lt;br&gt;Level of social and economic stability&lt;br&gt;Employment rate of women returnees</td>
<td>OR&lt;br&gt;(A)</td>
<td></td>
<td>2017</td>
<td>Quarterly</td>
<td>Women potential leaders in the camps</td>
<td>Funding secured</td>
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<td>MoL&lt;br&gt;(B)</td>
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<td>Ongoing but slow due to lack of funding</td>
<td>Quarterly</td>
<td>Employment and loans department</td>
<td>WPU lobbying Employment and loans department to provide loans for IDP women</td>
<td>Funding secured</td>
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<td>IHCHR</td>
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<td>Depends on the return of displaced persons</td>
<td>Quarterly</td>
<td>Government sectors and international donors</td>
<td>Advocacy – statements, press conferences and &amp; communications</td>
<td>Funding secured</td>
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<td></td>
<td>MoL&lt;br&gt;(B)</td>
<td></td>
<td></td>
<td>Quarterly</td>
<td>IDP women</td>
<td>Field study on employment opportunities for women in camps</td>
<td>Funding secured</td>
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<tr>
<td>N</td>
<td>Objectives</td>
<td>Activities</td>
<td>Expected Results</td>
<td>Indicators</td>
<td>Federal gov Iraq Responsibility of Implementation</td>
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<td>Target group</td>
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<td>5</td>
<td>Displaced women are encouraged and supported to participate in the camps’ management and in dealing with women’s issues</td>
<td>Trainings for displaced women in management of camps and addressing the needs of displaced people</td>
<td>N: of women who are able to manage the camps and deal with displaced people</td>
<td>Improvement in the general situation of camps, especially on social and psychological level Decreased N: of complaints by IDP</td>
<td>MoL Local CSOs, INGOs, agencies Ongoing</td>
<td>Quarterly</td>
<td>IDP women</td>
<td>Training IDP women by sociologists</td>
<td>Funding needed</td>
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<td>6</td>
<td>Women are empowered economically and socially via implementation of specially designed programs</td>
<td>A. Cooperation with authorities to grant loans to women to start small businesses and help them find jobs</td>
<td>Women returnees and survivors get economic independence by getting job opportunities</td>
<td>Improved economic situation of women</td>
<td>MoE (EBL) (A) On going</td>
<td>Annually</td>
<td>literate girls over official school age</td>
<td>Enrolling the target group at literacy centers that are close to their places of residence: providing fin. means to encourage enrollment</td>
<td>Funding secured</td>
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<td>MoL WPU (A) UN agencies Ongoing but slowly due to lack of funding Quarterly</td>
<td>Returning IDP women who survived violence</td>
<td>Psychosocial support units coordinate with relevant agencies in every province</td>
<td>Funding needed</td>
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<td>Mol (A) CSOs 2013 ongoing Quarterly reports during normal conditions</td>
<td>50 Displaced and battered women</td>
<td>Coordination with CSOs</td>
<td>Funding needed</td>
<td></td>
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<tr>
<td>N</td>
<td>Objectives</td>
<td>Activities</td>
<td>Expected Results</td>
<td>Indicators</td>
<td>Federal gov Iraq Responsibility of Implementation</td>
<td>Kurdistan reg gov Responsibility of Implementation</td>
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<td>B. Empower IDP women by erasing illiteracy &amp; enhance their chances of employment by helping complete their studies</td>
<td>Low illiteracy rate and high level of education among the displaced</td>
<td>Increased knowledge of women on the importance of their role in society</td>
<td>MoE - (EBL) (B)</td>
<td>SCRD</td>
<td>Quarterly</td>
<td>Illiterate girls and IDP women</td>
<td>EBL offers teaching staff; SCRD provides caravans or tents in camps for implementation of literacy programs</td>
<td>Funding secured</td>
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<td></td>
<td>C. Coordinate to create a program that empowers IDP women through loans and vocational training</td>
<td>Displaced women are empowered</td>
<td>N: of women receiving loads and participating in trainings</td>
<td>MOP (C)</td>
<td>WPU</td>
<td>Second half of 2016 till 2017</td>
<td>Biannually</td>
<td>IDP women and heads of households</td>
<td>Conducting a study on IDP women heads of households in cooperation and coordination with the Ministry of Labour /WPU</td>
<td>Funding needed</td>
<td></td>
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<td></td>
<td>A. Trainings on UNHCR 1325</td>
<td>Increased women's participation in government</td>
<td>N: of women in senior leadership positions</td>
<td>MoE - UNSCR 1325 committee</td>
<td>Gender Unit</td>
<td>1/9/2016 - 1/9/2017</td>
<td>Quarterly</td>
<td>MoE staff</td>
<td>Mainstreaming the 1325 priorities and implementation</td>
<td>Funding secured</td>
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<td>B. Trainings on gender &amp; women particip. in decision making; security, military, special forces &amp; civil inst.;level GD C. Lobby relevant decision makers to support women's representation and participation</td>
<td>Government adopted laws that enhance women's participation as per IC</td>
<td>Percent of women in government institutions</td>
<td>NRC (A,B,D)</td>
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<td>Funding secured</td>
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<td>D. National mntg for reconciliation committees on 1325 &amp; Charter 4</td>
<td>Increased women's participation in the reconciliation committees</td>
<td>N: of women in reconciliation committees</td>
<td>Mol (A,B) (HR &amp; TD)</td>
<td>CSOs, Alliance 1325</td>
<td>2016-2018</td>
<td>Biannual</td>
<td>Mol Staff-women and men</td>
<td>Organizing training courses &amp; workshops</td>
<td>Funding secured</td>
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<td></td>
<td>National mntg for reconciliation committees on 1325 &amp; Charter 4</td>
<td>Increased women's participation in the reconciliation committees</td>
<td></td>
<td>Mol (A,B)</td>
<td></td>
<td>2016-2017</td>
<td>Quarterly</td>
<td>The National mechanism on reconciliation at the government, parliament and provinces</td>
<td>Workshops for male &amp; female decision makers of the target groups on the importance of women's participation in peace negotiations</td>
<td>Funding needed</td>
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<td></td>
<td>National mntg for reconciliation committees on 1325 &amp; Charter 4</td>
<td></td>
<td></td>
<td>MoD (A,B)</td>
<td></td>
<td>2016-2017</td>
<td>Quarterly</td>
<td>MoD staff male and female</td>
<td>Awareness-raising</td>
<td>Funding secured</td>
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# Pillar Two: Protection

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</table>
| 1  | Protection of IDP women and reducing violence against them and ensuring their'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:  
   a. Urgent health- and reproductive health services  
   b. Psychosocial Services  
   c. Female police services for quick response  
   d. Legal services  
   e. Social and economic empowerment services | Survivors of violence are integrated in society  
   Women get protection and maintain their personal freedom and dignity  
   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 |
|    |                                                                           |                                                                            |                                                                              | MoI  
   (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 |
|    |                                                                           |                                                                            |                                                                              | MoE  
   (b) | 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 |
|    |                                                                           |                                                                            |                                                                              | 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 |
|    |                                                                           |                                                                            |                                                                              | MoL  
   (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 |
|    |                                                                           |                                                                            |                                                                              | MoL  
   (b, c) | 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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| 1 | - Establishment of a database 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 |
| 2 | Ensure the return of women who were abducted or went missing during military operations and armed conflict | MoJ (d) | 2016 - 2017 | Quarterly | Survivors of violence | Workshops for related staff - MoH, MoL on monitoring, documentation, and provision of psychosocial service | Funding secured |
| 3 | A. Pressure authorities to take urgent measures for the return of missing, abducted women  
B. Reach out to displaced families to inquire the N of missing women  
C. Coordination with gov. and non-gov. agencies | OR and Alliance 1325 (A) | 4th 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 |
<p>| 4 | A database on survivors, abductees and missing to ensure access and support | 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 |
| 5 | A database on survivors, abductees and missing to ensure access and support | OR (d) | 2016-2017 | Quarterly | Survivors of violence | Works across related staff - MoH, MoL on monitoring, documentation, and provision of psychosocial service | Funding secured |
| 6 | Ensure the return of women who were abducted or went missing during military operations and armed conflict | MoI (C) | Still ongoing | Based on circumstances | International bodies | Coordination with authorities - Ministry of Peshmerga | Funding secured |</p>
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<td></td>
<td>to establish the fate of the abductees</td>
<td>Integrated database on reality and state of displaced women, their problems, and potentials.</td>
<td>NRC (D)</td>
<td>2016 - 2017</td>
<td>Missing and abducted women</td>
<td>Quarterly</td>
<td>Coordination between INGOs, UN Agencies and committees at NRC</td>
<td>Funding secured</td>
<td></td>
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<td></td>
<td>D. Coordination with INGOs and Agencies on fate of missing and abductees</td>
<td>Gathered information with all indicators</td>
<td>Mol (D)</td>
<td>Under implementation</td>
<td>Monthly reports</td>
<td>CSOs, CBOs</td>
<td>Activities and Genocide Center</td>
<td>Funding secured</td>
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<td>E. Comprehensive survey on the reality of displaced women</td>
<td>Integrated database on reality and state of displaced women</td>
<td>NSA (B,C,D)</td>
<td>4th quarter of 2016</td>
<td>Biannual</td>
<td>Women who went missing and abducted during conflict</td>
<td>Funding secured</td>
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<td>3</td>
<td>Ensure fair treatment of IDPs through urgently investigating IDP complaints guaranteeing no impunity for perpetrators</td>
<td>A. Campaigns to pressure authorities and HR bodies to take needed measures and ensure fair treatment of IDPs in the camps</td>
<td>Alliance 1325, WC Parliament (A)</td>
<td>2016-2018</td>
<td>Quarterly</td>
<td>Executive and Security Authorities, and Judicial Authorities</td>
<td>Regular visits to camps to oversee complaint and procedures, address them and communicate flaws to authorities</td>
<td>Funding secured</td>
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<td></td>
<td>B. Appoint policewomen to the camps</td>
<td>Availability of legal services to displaced women</td>
<td>Mol (B,C,D)</td>
<td>2017-2018</td>
<td>Biannual</td>
<td>IDP women</td>
<td>Coordinating with Police Department to form Mob teams</td>
<td>Funding secured</td>
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<td>C. Appoint experts in the protection centers to ensure anonymity with registration of complaints from women victims of violence</td>
<td>Availability of legal and judicial protection for complainers</td>
<td>IHCHR (D)</td>
<td>2016 - 2018</td>
<td>Quarterly</td>
<td>Survivors of violence</td>
<td>Investigation of all violations against IDP women</td>
<td>Funding secured</td>
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<td>D. Follow up with competent authorities on measures taken to address the complaints</td>
<td>The N: of complaints filed by IDP women</td>
<td>MoD (D)</td>
<td>2016</td>
<td>Depending on the situation</td>
<td>All IDP citizens within sector responsibility</td>
<td>Open a hotline for complaints at the special division at complaints department</td>
<td>Funding needed</td>
<td></td>
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<td></td>
<td>A. Campaigns to pressure authorities and HR bodies to take needed measures and ensure fair treatment of IDPs in the camps</td>
<td>The N: of security breaches in camps</td>
<td>Mol (A,B,D)</td>
<td>Ongoing</td>
<td>Depending on the situation</td>
<td>A. IDP women B. 40 policewomen</td>
<td>A. Hold courses B. Appoint 40 police women in camps D. Gather evidence and coordinate with other ministries to support work Genocide center</td>
<td>Funding needed</td>
<td></td>
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| 4  | Ensure application and implementation of laws to protect women who have been subjected to abduction or sexual assault  | A. Exert pressure on relevant authorities to pass and enforce laws that guarantee protection for female victims from abuse and kidnapping  
B. Open shelters for survivors, provide protection and address their needs  
C. Allocation compensation for survivors  
D. Trainings to survivors’ families to ensure their understanding  | 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  | MoL  
WPU (A)  
MoD (A)  
Relevant authorities  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
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Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
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Mol (A, B)  
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MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  
Mol (A, B)  
MoL, CSOs (A, B)  | 4th quarter of 2016  
2016  
A. From 2014 until now  
B. Ongoing  
A. Depending on the circumstances  
B. No reports  
2017-2018  
2017  
1/9/2016 to 1/9/2017  
2016-2018  
2016-2018  
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2016-2018  
2016-2018  
2016-2018  
2016-2018  
2016-2018  
2016-2018  
2016-2018  
2016-2018  
2016-2018  
2016-2018  | One report  
Depending on the situation  
Survivors of Violence  
Seeking to find and prosecute perpetrators  
Biannual  
Quarterly  
Quarterly  | Parliament, Women’s Committee in Parliament  
Survivors of Violence  
Seeking to find and prosecute perpetrators  
Women who have been kidnapped and sexually assaulted  
Allocating funds from SCRD’s budget to survivors of violence  
Workshops for survivors’ families to insure their understanding of survivors’ situation  
Lobby Religious Endowment to raise community’s awareness on victims’ situation; Support CSOs, HRC to set up activities for abductedees communities  | Cooperation with Speaker of Parliament and Women’s Committee to speed passing of law on Protection from VAW  
Coordinating with MoL, CSOs & IDPs & organizing common awareness seminars workshops, plans and programs  
Securing shelters by relevant authorities within the Department of Police Affairs  
Funding secured  
Funding needed  
Funding secured  
Funding needed  |
### Empowerment of IDP women economically and socially to fully utilize the human resources in camps

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<tr>
<td></td>
<td></td>
<td>A. Training and rehabilitation of IDP women to implement small income-generating projects</td>
<td>Rehabilitation of IDP women subjected to armed violence</td>
<td>Number of women participating in trainings and rehabilitation courses</td>
<td>MoL (A, B, C)</td>
<td>Depends on funding</td>
<td>To be determined after the project starts</td>
<td>IDP women benefiting from the Ministry</td>
<td>Seek funding from governmental and nongovernmental bodies to help these women as required</td>
<td>Funding needed</td>
<td></td>
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<td></td>
<td></td>
<td>B. Fundraising to support IDP women</td>
<td>The economic status of IDP women is improved</td>
<td>MoP</td>
<td>2016-2017</td>
<td>Quarterly</td>
<td>IDP women who do not have a provider and are heads of their households</td>
<td>Training for IDP women on running small income-generating projects</td>
<td>Funding needed</td>
<td></td>
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<td></td>
<td></td>
<td>C. Coordination with government and private sector to provide job opportunities for IDP women</td>
<td>Rehabilitation of IDP women and women subjected to armed violence</td>
<td>SCRD</td>
<td>Defers unto next year</td>
<td>IDP women</td>
<td>Searching for job opportunities; building capacities in different fields; coordinating with authorities</td>
<td>Funding needed</td>
<td></td>
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<td>D. Program to rehabilitate IDP women professionally and psychologically, and to reintegrate them into their communities</td>
<td>A decreased percentage of women living below the poverty line</td>
<td>Mol</td>
<td>From 2014 until present</td>
<td>IDP women</td>
<td>Coordinate to give loans for the unemployed and to provide them with job opportunities</td>
<td>Funding needed</td>
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<td></td>
<td>E. Program to reintegrate IDP women into their communities</td>
<td></td>
<td>MoP (C)</td>
<td>2016</td>
<td>IDP women and survivors of violence</td>
<td>Quarterly</td>
<td>IDP women and women affected by conflict</td>
<td>Coordinate with MoL to include IDP women in rehabilitation and vocational courses</td>
<td>Funding needed</td>
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<td></td>
<td>F. Program to reintegrate IDP women into their communities</td>
<td></td>
<td>MoP (D)</td>
<td>During 2017 till 2018</td>
<td>IDP women and women affected by conflict</td>
<td>Biennial and annual reports</td>
<td>IDP women</td>
<td>Coordinate with MoL to include IDP women in rehabilitation and vocational courses</td>
<td>Funding needed</td>
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### IDP women are ensured safe return and decent life

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<td></td>
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<td>A. Cooperation with authorities to secure areas of return</td>
<td></td>
<td>Mol</td>
<td>From 2014 on-going</td>
<td>Depending on cases of returnees</td>
<td>Security Apparatus, Police</td>
<td>Coordinating with all Security Authorities; training on returning IDP women safely</td>
<td>Funding secured</td>
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<td>B. Opening of specialized centers to provide the basic needs</td>
<td>Favorable</td>
<td>MoD</td>
<td>2016</td>
<td>Depending on the situation</td>
<td>Continuing demining liberated areas and clearing them from IEDs.</td>
<td>Funding secured</td>
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<td>7</td>
<td>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</td>
<td>A. Exert pressure on the House of Representatives to pass the law on prohibiting VAW</td>
<td>Laws that guarantee the protection of women and their rights</td>
<td>The percentage and N: of survivors from violence</td>
<td>MoL</td>
<td>The first half 2017</td>
<td>Upon implementation</td>
<td>Battered and IDP women who are beneficiaries of the Women's Department. The parliament</td>
<td>Writing a recommendation to the Iraqi Parliament from the Women's Department</td>
<td>Funding secured</td>
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<td>B. Coordinating with relevant committees at the Federal House of Representatives to review discriminatory legislation</td>
<td></td>
<td></td>
<td>IHCHR</td>
<td>2016-2017</td>
<td>Quarterly</td>
<td>The house of representatives</td>
<td>Cooperating with relevant committees in the parliament to legislate and amend laws related to women's human rights</td>
<td>Funding secured</td>
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<td>OR</td>
<td>2017-2018</td>
<td>Quarterly</td>
<td>WR and HR committee, Legal Committee and Security Committee at the parliament</td>
<td>Review &amp; change discriminatory laws in Penal Code, PSL criminal procedures, Military and internal security forces and penalize perpetrators</td>
<td>Funding secured</td>
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<td>FRO</td>
<td>2016 – 2017</td>
<td>Quarterly</td>
<td>All department employees</td>
<td>Structuring cooperation with MPs to present demands at the parliament</td>
<td>Funding needed</td>
<td></td>
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<td>8</td>
<td>Equal opportunities for women and men to access economic resources</td>
<td>A. Exert pressure on decision-makers to issue policies that guarantee equal opportunities for women and men</td>
<td>Decreased rates of poverty and unemployment among women</td>
<td>Employment rates according to gender segregated statistics</td>
<td>OR (A)</td>
<td></td>
<td>Last quarter of 2017-2018</td>
<td>Quarterly</td>
<td>Supreme Committee for poverty alleviation</td>
<td>Working with Supreme Committee for poverty alleviation policies</td>
<td>Funding secured</td>
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<td>B. Work to increase government support for women victims of the war/conflict</td>
<td>Improved services for victims of military operations and human trafficking</td>
<td>Government policies and level of care for victims</td>
<td>MoL (B)</td>
<td></td>
<td>In the future 2016</td>
<td>Reporting mechanisms will be determined upon implementation start</td>
<td>Women who lost their providers</td>
<td>Implement the law that raises salaries of allocations; exempt IDP women from regulations provided by the department, including Yazidi women</td>
<td>Funding needed</td>
</tr>
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<td>C. Creating partnerships with private and civil sectors to support and empower women</td>
<td>Number of programs and employment rates</td>
<td>MoF (B)</td>
<td></td>
<td>Approved within 2016 budget</td>
<td>Quarterly</td>
<td></td>
<td>The MoF allocates budgets for agencies working with IDPs; gender sensitivity is up to those agencies</td>
<td>Funding secured</td>
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<td>9</td>
<td>Resource mobilization, monitoring and evaluation</td>
<td>A. Enforcement of Task Force to monitor and evaluate the implementation of the NAP (cross sector: government agencies Alliance 1325)</td>
<td>M&amp;E process is activated</td>
<td>Nature of the monitoring and evaluation</td>
<td>CSTF Coordination (A, B)</td>
<td>2016-2018</td>
<td>Quarterly</td>
<td>A. Implementing a mechanism to monitor level of accomplishment B. Build staff capacities to acquire expertise in the fields of reporting M&amp;E and documentation</td>
<td>Funding secured</td>
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<td>B. Structural participation of women CSOs in M&amp;E of NAP</td>
<td>Institutionalized structure for M&amp;E</td>
<td>Participation of NGOs in monitoring process; Increased awareness of women's issues &amp; role in peace and security</td>
<td></td>
<td></td>
<td></td>
<td>A. Implementing a mechanism to monitor level of accomplishment B. Build staff capacities to acquire expertise in the fields of reporting M&amp;E and documentation</td>
<td>Funding secured</td>
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<td>C. Training of cadres from these NGOs to increase their capacities in preparing reports</td>
<td>Access to data through reports of CSTF</td>
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### Pillar Three: Prevention

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<thead>
<tr>
<th>N</th>
<th>Objectives</th>
<th>Activities</th>
<th>Expected Results</th>
<th>Indicators</th>
<th>Federal gov Iraq</th>
<th>Kurdistan reg gov</th>
<th>Date of Implementation</th>
<th>Reporting</th>
<th>Target group</th>
<th>Activity description</th>
<th>Funding</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Mainstreaming gender in all policies and fields including raising awareness of service providers</td>
<td>Providing trainings for relevant institutions on working with IDP women and women affected by the conflict</td>
<td>Increased awareness on human rights on the concept of gender for service providers</td>
<td>MoP</td>
<td>The MoP 1325 Follow up committee</td>
<td>2nd half of the 2016 till 2017</td>
<td>Biannual and annual reports</td>
<td>Advanced staff at MoP 20 per training</td>
<td>Trainings on 1325 and gender sensitive planning and development</td>
<td>Funding secured</td>
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<td></td>
<td>MoH</td>
<td></td>
<td>2017</td>
<td>Quarterly</td>
<td>Medical/health staff working with services for women survivors of violence</td>
<td>Awareness courses for staff to integrate the concept of gender in MoH programs</td>
<td>Funding secured</td>
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<td>HCHR</td>
<td>Human Rights Offices at Security Institutions</td>
<td>2017</td>
<td>Quarterly</td>
<td>All Security authorities</td>
<td>Publishing a manual and train security forces to comply with HR standards during armed operations/conflicts</td>
<td>Funding secured</td>
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<td></td>
<td>SCRD</td>
<td>OR Alliance 1325</td>
<td>2017</td>
<td>Quarterly</td>
<td>SCRD, employees Ministry of immigration who provide services to IDPS</td>
<td>Workshop for women and men employees on HR and GE</td>
<td>Funding secured</td>
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<td>MoD</td>
<td></td>
<td>2016-2017</td>
<td>Operation and team leaders</td>
<td>Holding training courses on UNSCR1325</td>
<td>Funding secured</td>
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<td></td>
<td>MoH</td>
<td></td>
<td>2016–2017</td>
<td>Quarterly</td>
<td>45 staff who provide services for survivors of VAW</td>
<td>3 ToT on Human Rights awareness (1 course/province)</td>
<td>Funding needed</td>
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<td></td>
<td>Mol</td>
<td>Ongoing</td>
<td>Quarterly and when needed</td>
<td>150 police officers (women in particular)</td>
<td>Workshops/training courses/publications</td>
<td>Funding needed</td>
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<td>N</td>
<td>Objectives</td>
<td>Activities</td>
<td>Expected Results</td>
<td>Indicators</td>
<td>Responsibility of Implementation</td>
<td>Kurdistan reg gov Responsibility of Implementation</td>
<td>Date of Implementation</td>
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<td><strong>Integration of human rights, values of equality, justice and principles of gender in all policies, programs and projects the security authorities</strong></td>
<td><strong>A. Gender mainstream in policies and programs to ensure equality and justice</strong></td>
<td>Women are empowered economically and socially</td>
<td>N: of policies, plans and programs that are inclusive of gender, justice and equality</td>
<td>MoP, MoL, MoH, MoY, HCHR</td>
<td></td>
<td>Throughout 2017 and 2018</td>
<td>Biannual and annual reports</td>
<td>Ministries concerned with preparing policies, plans, and programs</td>
<td>Mainstreaming GE into policies, plans, and programs</td>
<td>Funding secured</td>
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<td><strong>B. Awareness sessions and workshops on capacity building on gender</strong></td>
<td>Increased awareness by the security authorities of the values of equality and justice</td>
<td>Laws activated and enforced properly</td>
<td>Mol Alliance 1325</td>
<td></td>
<td>2016 - 2017</td>
<td>Biannual</td>
<td>All officers and Mol workers from both sexes</td>
<td>Holding courses about the concept of Gender at training centers and HR Directorate</td>
<td>Funding secured</td>
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<td><strong>C. Printing brochures, holding seminars, workshops, and lectures</strong></td>
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<td>MoE CAW</td>
<td></td>
<td>Ongoing</td>
<td>Quarterly</td>
<td>MoE staff</td>
<td>Training on gender sensitive budgets</td>
<td>Funding secured</td>
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<td>IHCHR Human Rights Offices in Security Institutions</td>
<td></td>
<td>2017</td>
<td>Quarterly</td>
<td>All security authorities</td>
<td>Meetings with security authorities to discuss integration of HR, gender equality in their policies</td>
<td>Funding secured</td>
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<td></td>
<td>MoD</td>
<td></td>
<td>2016 - 2017</td>
<td>Quarterly</td>
<td>Operations Command</td>
<td>Holding courses on Gender</td>
<td>Funding secured</td>
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<td>FRO MoJ and Judicial Council in provinces</td>
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<td>Not possible to determine activity start date</td>
<td>FRO Employees Number: 70-100</td>
<td>Holding 3 training courses and publishing reports</td>
<td>Funding needed</td>
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<td></td>
<td></td>
<td>Mol</td>
<td></td>
<td>Ongoing</td>
<td>Quarterly</td>
<td>130 Police officers, in particular female officers dealing with VAW</td>
<td>Courses in Human Rights; inserting HR material in the curricula taught to officers</td>
<td>Funding needed</td>
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<td>MoE</td>
<td>1/9/2016 - 1/9/2017</td>
<td>Quarterly</td>
<td>Gymnasium students, students in Security and military apparatus - 21 schools institutes</td>
<td>Printing brochures, holding seminars, workshops, and lectures 11 lectures, 1 day per lecture</td>
<td>Funding needed</td>
<td></td>
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<td>N</td>
<td>Objectives</td>
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<td>3</td>
<td>Mainstreaming gender in policies and processes relating to resolution and prevention of conflicts and peace building in Iraq</td>
<td>A. Capacity Building staff reconciliation committees on UNSCR 1325 B. Form committees to review the government’s policies and political parties programs; to pressure for inclusion of WR and 1325</td>
<td>Policies related to conflict resolution and peace-building Improved awareness of personal working in ministries concerned with Security Council resolution 132</td>
<td>N: of qualified people hired within the committees of reconciliation Positive changes in policies and programs</td>
<td>MoE</td>
<td>1/8/2016 to 1/8/2017</td>
<td>Quarterly</td>
<td>Entire Ministry staff 25-30 participants per seminar</td>
<td>Awareness-raising seminars on gender and Human Rights</td>
<td>Funding needed</td>
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<td>NRC</td>
<td>2016 - 2017</td>
<td>Quarterly</td>
<td>NRC staff</td>
<td>Holding courses for both female and male</td>
<td>Funding secured</td>
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<td>OR Electoral Commissi-on, HRC, Women’s Committee at the Parliament</td>
<td>2017 - 2018</td>
<td>Quarterly</td>
<td>Political party leaders, people in charge of national mechanisms in executive authorities</td>
<td>Official circulars and one national conference</td>
<td>Funding secured</td>
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<td>4</td>
<td>Women are empowered and have improved capacities and awareness of their rights</td>
<td>A. Form committee to review school curricula and pressure for mainstreaming gender B. Training courses on gender for boys and girls in schools to increase awareness on WR &amp; promote positive behavior</td>
<td>Women and girls have increased awareness of their rights Men become more aware of women’s rights and their role in society in accordance with the gender analyses</td>
<td>N: of women empowered, campaigns and programs N: of beneficiaries from the training courses</td>
<td>MoE / GD for Curricul (A)</td>
<td>2017</td>
<td>Annual</td>
<td>Students in elementary and high school</td>
<td>Include HR and GE principles in social studies subjects</td>
<td>Funding secured</td>
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<td>MoE GU (B) CAW</td>
<td>1/10/2016</td>
<td>High school students</td>
<td>Include the principle of GE in school curricula</td>
<td>Funding secured</td>
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<td>MoE (B)</td>
<td>1/8/2016 - 1/8/2017</td>
<td>Quarterly</td>
<td>A. Students age group (13-20) B. Sociologists 34 sessions / 50 3. Male staff in the ministry</td>
<td>Train students to present proposals to reach GE. Evaluate proposals and develop further the best ones</td>
<td>Funding needed</td>
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<td>(A, B) MoE and MoHE</td>
<td>Ongoing</td>
<td>Quarterly</td>
<td>Educational institutions</td>
<td>ToT on guidebook promoting HR and equality, and training the staff</td>
<td>Funding secured</td>
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<td>Objectives</td>
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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  
B. Conducting training programs for judges to raise their awareness of discriminative legislation | Decreased levels of discrimination against women  
Women victims of VAW dare to raise complaints exposure to violence  
An increase in the number of complaints and persecutions | Social acceptance of the principle of equality | FRO | Mol, HCW | 2016 – 2017 | Quarterly | Legislators, Heads of dept management, especially females 25/35 participants each | 3 Training courses; publish reports on gender discrimination in law; coordinate with Mol and HCW | Funding needed |
|    |                                                                            |                                                                           |                                                                                 |                                                                             |                  |                     |                      |           |                                          | Reactivate the joint commission of Supreme Judicial Council and Ministry of Women to amend/abrogate discriminatory laws | Funding secured |
|    |                                                                            |                                                                           |                                                                                 |                                                                             |                  |                     |                      |           |                                          | Conferences and workshops on discrimination against women in legislation | Funding secured |
|    |                                                                            |                                                                           |                                                                                 |                                                                             |                  |                     |                      |           |                                          | Workshops to train judges and public prosecutors on gender-based discrimination in laws | Funding secured |