



## **The Kurdistan Regional Action Plan (KRI-RAP) for Implementation of the UNSCR 1325 (2025-2030)**

## 1. Introduction

**The Women, Peace, and Security Regional Action Plan (2025-2030) for the Kurdistan Region of Iraq** builds on the progress and lessons learned from earlier efforts, including the first regional action plan (2021-2024). This second plan aims to address evolving challenges faced by women, particularly those linked to underrepresentation in decision-making roles, pervasive gender-based violence (GBV), limited access to economic resources, and the disproportionate impact of violent extremism and climate change on women. Drawing on recommendations from the previous plan, such as the need for unified coordination mechanisms, sustainable funding sources, stronger legal protections, and more effective monitoring and evaluation systems, the 2025-2030 plan seeks to create a more inclusive, equitable, and secure environment for women in the Kurdistan Region.

Central to this approach are the four pillars of **Participation, Protection, Prevention, and Relief and Recovery**:

**Participation** focuses on increasing women's engagement in governance, leadership, and economic initiatives, addressing the widespread underrepresentation of women in key roles.

**Protection** targets the legal and policy frameworks necessary to safeguard women's rights and ensure access to comprehensive services, especially for survivors of GBV and conflict-related sexual violence.

**Prevention** aims to tackle the root causes of insecurity, from violent extremism to the far-reaching impacts of climate change, emphasizing women's critical role in peacebuilding and resilience-building strategies.

**Relief and Recovery** underscores the importance of post-conflict support, through psychosocial care, livelihood opportunities, and community reintegration programs that help women rebuild their lives. Together, these pillars form a cohesive strategy to empower women as essential agents of sustainable peace and development in the Kurdistan Region.

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## 2. Rationale

The rationale for the **Women, Peace, and Security Second Regional Action Plan (2025-2030)** is based on the pressing need to improve women's participation in governance, strengthen protections against violence, and enhance the role of women in preventing conflict and promoting peace.

The assessment of the previous plan highlighted several critical gaps, such as inadequate coordination between implementing actors, insufficient legal frameworks for women's protection, and the lack of sustainable funding to support women's programs. In response, the 2025-2030 plan is designed to:

1. **Develop a Unified Coordination Mechanism:** A key lesson from the previous plan was the need for a centralized working group that coordinates efforts across government ministries, civil society, and international organizations. This plan establishes a dedicated working group, led by the **High Council for Women and Development (HCWD)**, to unify the efforts, identify gaps, and ensure that resources are allocated effectively and that all progress made is recorded. This working group would include representatives across the sectors that work on WPS and lead the coordination between them in terms of project follow up, budget tracking, impact analysis, and facilitation of partnerships and funding opportunities.
2. **Sustainably Fund Gender Initiatives:** A lack of consistent funding was a major barrier in implementing previous plan's activities. The new plan establishes dedicated funding mechanisms through government budget allocations and facilitation of international donor support, ensuring that gender-focused programs and the dedicated gender units within the governmental entities can be supported with the needed resources and followed up with continuously.
3. **Enhance Data Collection and Monitoring:** Effective M&E has been hindered by a lack of reliable data and coordination. This plan will implement a **centralized data collection system** led by the HCWD with technical and financial support from donors to monitor key areas, such as mental health services, sexual violence, and women's participation in the workforce, allowing for evidence-based decision-making and real-time adjustments.
4. **Expand Women's Economic and Leadership Opportunities:** The new plan emphasizes on implementation of HCWD's Economic Strategy and place economic empowerment as a cornerstone of the most vulnerable women's participation. In close collaboration with MOLSA and funding entities, by providing access to microfinance, business training, and mentorship networks, the second regional plan seeks to increase the number of women-led businesses and enhance women's participation in the private sector, particularly in tourism and agriculture.
5. **Strengthen Legal Protections and Policies:** The legal framework for addressing the Conflict-Related Sexual Violence (CRSV) remains underdeveloped, with gaps in enforcement. The 2025-2030 plan prioritizes the enactment and enforcement of new laws addressing WPS. A Legal Reform and Legal Mechanism ReviewTracker will monitor the progress of these reforms while progress is being made on law amendments across the legal system to become more gender responsive.

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## Predicted Outcomes by 2030

By the end of the **2025-2030 Regional Action Plan** of the Kurdistan Region of Iraq aims to achieve the following outcomes:

- **Participation:** A **20% minimum quota** in women's representation in decision-making roles not only in the parliament but across all legislative and executive branches.
- Women's enhanced **economic empowerment** through ensuring that at least **25,000 women** are enabled access to financial resources and business training.
- **Protection:** Ensure legal and policy reforms are put in place addressing GBV, with a minimum of **5 laws reformed and 10 policies enforced that work on reduction in gender-based violence incidents.**
- **Prevention:** Women will play an active role in preventing violent extremism through their involvement in at least **100 key CVE initiatives, and gender-sensitive approaches will be integrated into 20 climate adaptation projects,** improving community resilience to climate change.
- **Relief and Recovery:** Ensure that at least **8,000 conflict-affected women** receive trauma counseling, **15,000 IDP and returnee women** access livelihood support (including vocational training and micro-grants), and **2,000 survivors** benefit from safe housing and legal aid programs by 2030, fostering stigma-free reintegration and community resilience.

## Context and Needs in the Kurdistan Region of Iraq (2025-2030)

As the Kurdistan Region continues to recover from years of conflict, the evolving security landscape requires the **2025-2030 Regional Action Plan** to address new and persistent challenges faced by women:

1. **Displacement and Recovery:** Continued displacement due to ongoing instability in neighboring regions has left women in vulnerable conditions, requiring targeted interventions in health, economic empowerment, and social protection.
2. **Rise of Violent Extremism:** Women are critical actors in building peace and preventing and countering violent extremism (CVE), particularly in areas vulnerable to radicalization. Their participation in CVE initiatives is essential for building resilient communities.
3. **Climate Change Impacts:** The effects of climate change are increasingly being felt in the KRI, with women in rural and agricultural communities bearing the brunt of environmental degradation, droughts, and resource scarcity. Incorporating gender-sensitive approaches in climate resilience planning is vital.

4. **Gender-Based Violence (GBV):** Although some legal reforms have been introduced, GBV remains widespread, with survivors often facing stigma and a lack of legal and social support. Strengthening the legal frameworks and protection mechanisms is critical for ensuring justice and rehabilitation for survivors.
  5. **Economic Empowerment:** The new plan emphasizes economic empowerment as a cornerstone of women's participation. By providing access to microfinance, business training, and mentorship networks, the plan also seeks to increase the number of women-led businesses and enhance women's participation in the private sector, particularly in tourism and agriculture.
  6. **Localization of the Plan:** For each governorate to have its localized plan similar to the plan that was successfully implemented in the Duhok Governorate.
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## Monitoring & Evaluation Framework

The M&E Plan breaks down each priority by the three pillars of the WPS agenda: **Participation, Protection, and Prevention**. The framework identifies specific roles for each implementing body, outlines the tools that will be used to track progress, defines key indicators for measuring success, and sets clear envisioned outcomes by 2030.

### 1. Pillar 1: Participation

- **Objective:** Increase women's participation in political, economic, and peace processes.
- **Key Priorities:**
  - **Enhancing Women's Participation in Decision-Making:** This priority aims to ensure legislation of a minimum 20% of women's representation in key decision-making bodies across the legislative and executive branches of the public sector, facilitated by the High Council for Women and Development (HCWD) and local councils.
  - **Supporting Women's Economic Empowerment:** This involves promoting women's access to financial resources, entrepreneurship opportunities, and training, aiming for a 25,000 women-owned initiatives being initiated.

### 2. Pillar 2: Protection

- **Objective:** Strengthen legal protections and services for women and girls, especially survivors of gender-based violence and conflict-related sexual violence.
- **Key Priorities:**
  - **Strengthening Legal Frameworks for Women's Protection:** Aims to enact and enforce at least 5 key legal reforms and 10 policy reviews related to GBV and ensure the establishment of specialized GBV courts.

- **Gender-Responsive Budgeting and Empowerment of Gender Units at KRG Ministries:** This will strengthen gender units in ministries, ensuring that 80% of ministries have functional gender units, and a minimum 10% the national budget is gender-responsive.

### 3. Pillar 3: Prevention

- **Objective:** Prevent violence against women and address the root causes of insecurity, including violent extremism and climate change.
- **Key Priorities:**
  - **Promoting Women's Role in Peace Building and Preventing Violent Extremism:** This priority aims to train 500 women as mediators and peacebuilders, contributing to at least 100 CVE initiatives across the Kurdistan Region.
  - **Incorporating Gender Perspectives in Climate Change and Security:** This will ensure the integration of gender-sensitive approaches in 20 climate adaptation projects, improving community resilience to climate change.

### 4. Pillar 4: Relief and Recovery

○ **Objective:** Provide holistic post-conflict support to women and girls, focusing on psychosocial care, economic empowerment, and sustainable reintegration.

#### ○ Key Priorities:

4. **Scaling Up Psychosocial and Trauma Support:** Provide community-based and mobile mental health services for at least **8,000 conflict-affected women** (including survivors of CRSV) by 2030.
5. **Enhancing Livelihood Opportunities for IDPs and Returnees:** Enable **15,000 displaced and returnee women** to access vocational training and micro-grants by 2030, promoting sustained economic stability.
6. **Expanding Safe Housing and Legal Aid:** Secure safe shelter and offer legal assistance to **2,000 survivors of GBV**, ensuring stigma-free reintegration through community acceptance programs by 2030.

## **PART I: Breakdown of the Women, Peace, and Security Regional Action Plan (2025-2030) priorities, categorized by the three key pillars: Participation, Protection, and Prevention.**

### **Participation**

- **Enhancing Women's Participation in Decision-Making:** This focuses on political and leadership roles, ensuring women have increased representation and influence in decision-making processes.
- **Supporting Women's Economic Empowerment:** Aims to increase women's involvement in the economy through entrepreneurship, microfinance, and business training.

## Protection

- **Strengthening Legal Frameworks for Women's Protection:** Seeks to reform legal systems to provide greater protection for women from GBV, ensuring that survivors have access to justice and legal support.
- **Preventing and Responding to Conflict-Related Sexual Violence (CRSV):** Provides critical services to survivors of CRSV, including medical, legal, and psychosocial support.
- **Gender-Responsive Budgeting and Empowerment of Gender Units at KRG Ministries:** Strengthens the financial and organizational capacity of ministries to prioritize gender-responsive policies and budget allocations.

## Prevention

- **Promoting Women's Role in Building Peace and Preventing Violent Extremism:** Focuses on women's active role in preventing violent extremism by involving them in community-based initiatives and peacebuilding activities.
- **Incorporating Gender Perspectives in Climate Change and Security:** Emphasizes the importance of gender-sensitive approaches in addressing climate change, especially in conflict-affected and vulnerable areas.

## Relief and Recovery

- **Scaling Up Psychosocial Support:** Expand mental health services and community-based support for conflict-affected women, prioritizing survivors of GBV and CRSV.
- **Enhancing Livelihood Opportunities:** Provide vocational training, microfinance, and entrepreneurship programs to help IDP and returnee women rebuild economic stability.
- **Ensuring Safe Housing and Reintegration:** Establish safe shelters, offer legal aid, and implement community acceptance initiatives to facilitate stigma-free reintegration for survivors.

## Cross-Cutting Priorities: Gender-Responsive Budgeting (GRB) and Central M&E System

While gender-responsive budgeting is placed under the protection pillar, it serves as a cross-cutting initiative impacting all three pillars by ensuring that resources are allocated effectively to meet gender-related needs in governance, protection, and prevention.

Across all pillars, the **High Council for Women and Development (HCWD)** serves as the central body overseeing the Monitoring and Evaluation (M&E) process, ensuring that progress is tracked, gaps are identified, and adjustments are made to meet the 2030 objectives.

## **PART II: Log frame of priorities of the second regional action plan:**

Pillar 1: Participation: This pillar focuses on increasing women's participation in decision-making, leadership, peacebuilding, and economic activities.

<b>Priority</b>	<b>Implementing Bodies</b>	<b>Roles</b>	<b>Baseline</b>	<b>Tools</b>	<b>Indicators</b>	<b>Envisioned Outcomes by 2030</b>	<b>Timeframe</b>	<b>Est. Budget</b>
<b>Promoting Women's Participation in Decision-Making at Executive</b>	HCWD, MOI, MOCAY, MOP, MOLSA, CSOs	<b>HCWD:</b> Ensure 20% participation of women in decision-making across the legislative and executive branches of the public sector. <b>MOI:</b> Install the needed policy and enforce that 20% participation in executive branches is allocated for women. <b>MOCAY:</b> Advocate for advancing positive paradigms surrounding women in leadership roles. <b>MOLSA:</b> Allocate the needed funding for building the	A 20% participation qouta in the legislative branch has been successfully implemented.	Baseline & Endline Surveys, Quota Monitoring, Decision-Making Body Reports	% of women in leadership roles for each ministry,  # policies and law amendments established ensuring that a minimum quota is established for women in decision-making roles.	20% women's representation in decision-making roles, quotas for decision-making bodies established.	<b>Semi Annual Follow Up- 2025-2030</b>	<b>\$35,000</b> <b>10% KRG</b> <b>90% External Funding</b>



		capacities of women in leadership roles. <b>CSOs:</b> Provide leadership training for women. <b>MOP:</b> Oversee the implementation of a minimum number of women required in decision-making bodies within ministries to ensure 20% is reached for each ministry.						
<b>Confidence Building Among Women in Decision-Making Roles</b>	HCWD, MOHE, CSOs	<b>HCWD:</b> Develop confidence-building programs for women. <b>MOHE:</b> Embed women in research projects on peacebuilding. <b>CSOs:</b> Organize workshops on confidence building for women in leadership.	# unknown due to lack of data.	Confidence Building Workshop Reports, Participant Feedback, Research Participation Logs	# of confidence-building workshops held, % of women engaged in research projects by MOHE, % of women reporting increase in confidence levels after workshops.	300 women in leadership roles have benefitted from confidence building opportunities  60% of participants report increased confidence	<b>Quarterly Follow Up-2025-2030</b>	<b>\$35,000</b> <b>10% KRG</b> <b>20% Universities</b> <b>70% External Funding</b>

<b>Supporting Women's Economic Empowerment</b>	HCWD, MOP, MOLSA, CSOs	<b>HCWD &amp; MOP:</b> Ensure that regional budget allocated funding for implementation of initiative. <b>MOLSA:</b> Implement the selection of beneficiaries and oversee the funding payout. <b>CSOs:</b> Support the beneficiaries in building their capacities to become economically independent.	# unknown due to lack of data.	Economic Benefit Reports, Participation and Funding Logs,	# women's economic initiatives funded with allocated seats for women in rural areas	25,000 Economic Initiatives by women funded with 25% of seats allocated to women in rural areas	<b>Quarterly Follow Up-2025-2030</b>	<b>\$120,000</b> <b>30% KRG</b>  <b>70% External Funding</b>
<b>Develop Vocational Training Programs for Rural Women in Agriculture</b>	MOAW, CSOs	<b>MOAW:</b> Lead improvements in agricultural training programs; <b>CSOs:</b> Provide support for the implementation of programs	# unknown due to lack of data.	Training Program Evaluations, Participant Feedback	# of rural women participating in training, %Satisfaction with training programs	100 women participate in trainings  80% satisfaction with training programs	<b>Annual Follow Up-2025-2030</b>	<b>\$25,000</b> <b>5% (KRG)</b>  <b>95% (External Funding)</b>
<b>Ensuring a Positive Image of Women's Leadership Roles in the context</b>	MOERA, HCWD, CSOs	<b>MOERA:</b> Ensure women's participation in leadership are positively highlighted in religious sermons. <b>HCWD and CSOs:</b> Support capacity	# unknown due to lack of data.	Leadership Development Program Logs, Female Leader	# of religious sermons positively highlighting women in leadership,	50 religious speeches highlight women in leadership roles	<b>Quarterly Follow Up-2025-2030</b>	<b>\$10,000</b> <b>60% KRG</b>

<b>Religious Speeches</b>		building for religious leaders on WPS and organize leadership development programs for female religious figures.		Participati on Records	# of religious leaders trained on WPS	200 religious leaders trained on WPS.		<b>40% External Funding</b>
<b>Operationalize the Mandates of Gender Units for enhanced WPS Follow-Up</b>	MOI, HCWD, MOP	<b>MOI:</b> Issue binding policies for mandates for gender units. <b>HCWD:</b> Oversee the drafting of workplans for operationalizing the mandates for gender units. <b>MOP:</b> ensure budget allocations to the units.	# unknown due to lack of data.	Policy Records, WPS Implementation Logs, Budget Allocation Reports	# of policies for mandates established,  # of gender units funded to be operational.	1 binding policy issued to operationalize and mandate gender units in ministries.	<b>Semi Annual Follow Up-2025-2030</b>	<b>\$15,000</b>  <b>20% KRG</b>  <b>80% External Funding</b>

						8 gender at minimum to be funded to operationalize their workplans.		
<b>Ensuring expanded numbers of female judges and prosecutors and build the capacities of existing judges and prosecutors on WPS</b>	MOI,MOJ , High Judicial Council, HCWD, CSOs	<b>MOI,MOJ and High Judicial Council:</b> Ensure allocation of a minimum 20% of female judges and prosecutors appointed each term.  <b>HCWD and CSOs:</b> Build capacity of existing judges and prosecutors on WPS.	19/50 Appointed Judges and prosecutors in 2022. 151 Judges and Public Prosecutors trained in 2021-2024	Monitoring the hiring process of judges and prosecutors.  Logs of capacity building efforts by CSOs.	# of female judges and prosecutors hired.  # of judges and public prosecutors trained on WPS.	20% of females appointed among upcoming batch of judges and public prosecutors sworn in.  200 Judges and Public Prosecutors trained on WPS.	<b>Annual Follow Up-2024-2026</b>	<b>\$50,000</b>  <b>100% External Funding</b>

**Pillar 2: Protection:** This pillar focuses on strengthening legal frameworks, providing services for survivors of violence, and protecting women in conflict zones.

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2030	Timeframe	Est. Budget
<b>Strengthening Legal Frameworks for Women's Protection</b>	DCVAW, MOI, MOJ, CSOs,	<b>DCVAW/MOI:</b> Issue SoP/protective policies for officers on handling GBV cases. <b>MOJ:</b> establish specialized GBV courts. <b>CSOs:</b> train officers on handling GBV cases.	# unknown due to lack of data.	Case Management System Improvements  Survivor Feedback Mechanism	# SoPs/policies issued for officers on how to handle GBV cases,  # of trained officers on how to handle GBV cases # of courts established	1 SoP/Policy enforced on officers on how to handle GBV cases  500 frontline officers trained on how to handle GBV cases  3 courts established specialized and dedicated to GBV cases.	<b>Quarterly Follow Up-2025-2030</b>	<b>\$70,000</b>  <b>10% KRG</b>  <b>90% External Funding</b>

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2030	Timeframe	Est. Budget
<b>Enhancing Maternal and Reproductive Health Services</b>	MOH, CSOs	<b>MOH:</b> Upgrade reproductive health services. <b>CSOs:</b> Conduct awareness campaigns.	# unknown due to lack of data.	Health Service Reports, Reproductive Health Data	# of maternal health hospitals developing a code of conduct for care provision among healthcare practitioners,  # of public campaigns launched to raise awareness on maternal and reproductive health ethics among health care practitioners.	5 hospitals develop a code of conduct for their healthcare practitioners to enhance their maternal and reproductive care provision.  20 public campaigns launched to shed light on the importance of ethical maternity and reproductive care provision in hospitals.	<b>Annual Follow Up-2025-2030</b>	<b>\$25,000</b>  <b>15% KRG</b>  <b>85% External Funding</b>

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2030	Timeframe	Est. Budget
<b>Legally Protecting Survivors of Sexual and Conflict-Related Violence</b>	CSOs, HCWD, MOI	<b>CSOs:</b> Advocate for trauma-informed legal care for survivors of sexual violence. <b>HCWD &amp; MOI:</b> Ensure localized approaches and access to legal services.	# unknown due to lack of data.	Trauma Care Logs, Legal Aid Records, Survivor Feedback	# of survivors receiving legal support to file sexual and conflict related violence.  # legal awareness campaigns launched to reach survivors.	500 survivors receiving legal assistance to file sexual and conflict related violence  #10 public campaigns launched to simply explain the rights and legal processes of survivors.	<b>Quarterly Follow Up-2025-2030</b>	<b>\$20,000</b>  <b>65% (KRG)</b>  <b>35% (External Funding)</b>

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2030	Timeframe	Est. Budget
<b>Strengthening Hotline and Reporting and Monitoring Systems for Gender-Based Violence (GBV)</b>	DCVAW, MOI, MOE, UNFPA	<b>DCVAW:</b> Increase awareness and use of the 119 hotline. <b>MOI:</b> Improve privacy in reporting cases. <b>MOE:</b> Facilitate educational campaigns for the hotlines. <b>UNFPA:</b> Support infrastructure and softwares for reporting and monitoring systems.	# unknown due to lack of data.	Hotline Usage Logs, GBV Case Reports, Survivor Satisfaction Surveys	# of reported cases through the hotline,  % satisfaction of survivors with reporting services.	4000 reported cases through hotline.  70% satisfaction of survivors with reporting services.	<b>Quarterly Follow Up-2024-2026</b>	<b>\$25,000</b> <b>10% KRG</b> <b>90% External Funding</b>



Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2030	Timeframe	Est. Budget
<b>Camp Management and Security Forces adopting International Gender Sensitivity Standards</b>	DCVAW, MOI, JCCC, UN Women	<b>DCVAW and JCCC:</b> Train camp management on gender and human rights standards. <b>MOI:</b> Enforce international human rights standards in camps. <b>UN Women:</b> Support training initiatives for camp staff.	# unknown due to lack of data.	Training Logs, Participant Feedback Surveys, GBV Case Response Reports	# of training sessions held,  % reported improvement in camp safety by residents.	90 training sessions held.  70% reported improvement in camp safety.	<b>Quarterly Follow Up-2024-2026</b>	<b>\$20,000</b>  <b>30% (KRG)</b>  <b>70% (External Funding)</b>
<b>Protecting Young Girls' Education in Shelters</b>	MOE, DCVAW, MOLSA	<b>MOE &amp; DCVAW:</b> Ensure young girls in shelters are able to stay in school during shelter protection period, <b>MOLSA:</b> Provide safe transportation and programs for girls in rural areas.	# unknown due to lack of data.	Shelter Data Reports, Student Records, Transportation Logs	% of girls protected in shelter staying in school,  % of girls using government-provided transportation	80% of girls in shelters continue their education.  40% of girls in rural areas can reach school by government provided transportation.	<b>Semi Annual Follow Up-2025-2030</b>	<b>\$70,000</b>  <b>10% KRG</b>  <b>90% External Funding</b>

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2030	Timeframe	Est. Budget
<b>Supporting Reintegration of Women and Children Affected by Conflict</b>	DCVAW, MOI, IOM, CSO	<b>DCVAW &amp; IOM:</b> Reintegration programs for women and children with perceived affiliation to ISIS. <b>MOI:</b> Ensure security and legal frameworks for reintegration. <b>CSO:</b> Provide psychosocial support and rehabilitation.	# unknown due to lack of data.	Reintegration Program Reports, Psychosocial Support Logs, Community Reintegration Surveys	# of women and children reintegrated economically and legally,  # of reintegration programs successfully implemented	XX women and children reintegrated economically and legally.  50 reintegration programs successfully implemented	<b>Semi Annual Follow Up-2025-2030</b>	<b>\$80,000</b>  <b>15% (KRG)</b>  <b>85% (External Funding)</b>

**Pillar 3: Prevention:** This pillar focuses on preventing violence against women, including conflict-related sexual violence and violent extremism, and addressing security threats such as climate change.

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2028	Timeframe	Est. Budget
<b>Promoting Women's Role in Peace Building and Preventing Violent Extremism</b>	MOI, CSOs, International Donors	<b>MOI:</b> Lead strategies for Countering Violent Extremism (CVE); <b>CSOs:</b> Mobilize women in prevention efforts; <b>Donors:</b> Fund CVE initiatives	# unknown due to lack of data.	CVE Program Reports, Participant Feedback Forms	# of trained women mediators  # of CVE initiatives implemented	500 women trained as mediators,  100 CVE initiatives implemented	<b>Quarterly Follow Up-2025-2030</b>	<b>\$30,000</b>  <b>10% (KRG)</b>  <b>90% (External Funding)</b>
<b>Incorporating Gender Perspectives in Climate Change and Security</b>	BOE and HCWD, CSOs,	<b>BOE and HCWD:</b> Lead gender-sensitive climate projects; <b>CSOs:</b> Implement community-based initiatives	# unknown due to lack of data.	Project Reports, Climate Resilience Metrics	# of women-led climate adaptation projects,	20 women-led climate adaptation projects improving resilience	<b>Semi Annual Follow Up-2025-2030</b>	<b>\$75,000</b>  <b>10% KRG</b>  <b>90% External Funding</b>

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2028	Timeframe	Est. Budget
<b>Combatting Electronic Violence against Women</b>	MOI, DCVAW, UNFPA	<b>MOI:</b> Build on the action plan for combatting electronic violence. <b>DCVAW:</b> Provide privacy protection and monitor cases of electronic violence. <b>UNFPA:</b> Support funding and infrastructure for the project.	# unknown due to lack of data.	Electronic Violence Case Reports, Program Funding Logs	# of electronic violence cases addressed,  % improvement in privacy protection,	1000 electronic violence cases addressed  60% improvement in privacy of the cases recorded	<b>Quarterly Follow Up-2024-2026</b>	<b>\$90,000</b>  <b>30%(KRG)</b>  <b>70% (External Funding)</b>
<b>Raising Community Awareness through the Media to Prevent Violence Against Women</b>	MOCA Y, MOHE	<b>MOCA Y &amp; MOHE:</b> Conduct courses and seminars to Media on violence prevention.	<b>UNFPA and Rudaw Collaboration</b>	Awareness Campaign Reports, Media Outreach Logs, Education Participation Data	# of community awareness campaigns in the media conducted on violence prevention,	50 awareness campaigns in media launched on violence prevention  3 media pacts with major outlets signed on combatting violence against women	<b>Quarterly Follow Up-2025-2030</b>	<b>\$40,000</b>  <b>10% (KRG)</b>  <b>90% (External Funding)</b>

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2028	Timeframe	Est. Budget
					# of media pacts developed to combat violence against women			
<b>Men's Engagement Programming</b>	MOERA, Religious Leaders, MOLA, MOCA Y, CSOs	<b>MOERA, Religious Leaders and MOCAY:</b> Conduct programs engaging male stakeholders in promoting non-violence against women. Integrate messages into sermons and teachings. <b>CSOs:</b> Support the dissemination of male engaged messages for non-violence against women.	# unknown due to lack of data.	Men's Engagement Campaign Logs, Sermon Feedback, Community Surveys	# of male engaged campaigns conducted,  % of participants reporting improved understanding of women's rights,	15 male engaged campaigns conducted  80% of participants from campaigns report improved understanding of women's rights	<b>Semi Annual Follow Up- 2025-2030</b>	<b>\$60,00</b> <b>10% (KRG)</b> <b>90% (External Fundin g)</b>

#### Pillar 4: Relief and Recovery

This pillar aims to provide holistic post-conflict support for women and girls, focusing on psychosocial care, economic empowerment, and sustainable reintegration.

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2030	Timeframe	Est. Budget
<b>Scaling Up Psychosocial and Trauma Support</b>	MOH, DCVAW, MoLSA, CSOs	<b>MOH:</b> Provide mental health personnel and oversight of hospital-based services. <b>DCVAW:</b> Coordinate community-based psychosocial initiatives. <b>MoLSA:</b> Integrate PSS modules into social welfare programs. <b>CSOs:</b> Deliver counseling and support groups.	# unknown due to lack of data.	Mental Health Usage Logs, Training Records, Survivor Feedback Surveys	- # of conflict-affected women receiving counseling - # of mobile mental health units deployed - # of trained psychosocial staff	8,000 conflict-affected women (including survivors of CRSV) accessing specialized psychosocial care 10 mobile mental health units operating	Quarterly Follow Up 2025-2030	\$60,000 20% (KRG) 80% (External Funding)
<b>Enhancing Livelihood Opportunities</b>	MoLSA, CSOs, Local Chambers of Commerce, NGOs	<b>MoLSA:</b> Develop vocational training curricula and oversee job-placement services. <b>CSOs/NGOs:</b> Implement livelihood programs, provide	# unknown due to lack of data.	Vocational Training Records, Micro-Grant Disbursement Logs, Employment	- # of women completing vocational training - # of micro-grants issued - % of beneficiaries	15,000 IDP and returnee women trained and supported to secure sustainable livelihoods At least 60% of	Semi-Annual Follow Up 2025-2030	\$80,000 15% (KRG) 85% (External Funding)

Priority	Implementing Bodies	Roles	Baseline	Tools	Indicators	Envisioned Outcomes by 2030	Timeframe	Est. Budget
		microfinance support. <b>Local Chambers of Commerce:</b> Facilitate market linkages and business mentorships.		Outcome Surveys	securing stable income	beneficiaries report stable income sources by 2030		
<b>Ensuring Safe Housing and Reintegration</b>	DCVAW, MOI, MoLSA, CSOs, IOM	<b>DCVAW:</b> Oversee establishment of safe shelters and coordinate reintegration efforts. <b>MOI:</b> Provide security and ensure protection measures around shelters. <b>MoLSA/IOM:</b> Facilitate legal aid, livelihood support, and community acceptance programs. <b>CSOs:</b> Offer reintegration counseling.	# unknown due to lack of data.	Shelter Utilization Reports, Reintegration Program Logs, Community Acceptance Surveys	- # of safe shelters established - # of survivors receiving legal aid and reintegration support - % of communities adopting acceptance initiatives	2,000 GBV survivors provided safe shelter and legal aid 70% of survivors successfully reintegrated without stigma within their communities by 2030	Quarterly Follow Up 2025-2030	\$70,00010% (KRG)90% (External Funding)

### Narrative Description for Indicators and Implementation Plan

## **Pillar 1: Participation**

**Objective:** Empower women to have equal representation and influence in political, economic, and peacebuilding processes.

### **1. Enhancing Women's Participation in Decision-Making:**

#### **○ Implementation Plan:**

- **HCWD and MOI** to propose and implement policy measures mandating a 20% quota for women in decision-making roles in the government, engaging key stakeholders, including government officials, local councils, and advocacy groups.
- **MOP** to establish task forces at the regional levels to oversee the implementation of these measures, ensuring timelines and accountability.
- **MOLSA and CSOs** to roll out capacity-building programs, including leadership training, negotiation skills, and public policy workshops, targeting women aspiring to enter politics or executive roles.
- **MOCAY** to Launch public awareness campaigns emphasizing the importance of women's leadership in governance, leveraging traditional and social media platforms.

### **2. Confidence Building Among Women in Decision-Making Roles**

#### **○ Implementation Plan:**

- **HCWD:** Develop confidence-building programs for women.
- **MOHE:** Embed women in research projects on peacebuilding.
- **CSOs:** Organize workshops on confidence building for women in leadership.

### **3. Supporting Women's Economic Empowerment:**

#### **○ Implementation Plan:**

- **MOP and HCWD** to coordinate on finding funding sources and partner with financial institutions to create specialized loan products for women entrepreneurs, ensuring low-interest rates and streamlined application processes.
- **MOLSA** to lead the selection and allocation of the funding to beneficiaries.
- **CSOs** to collaborate with vocational training centers and universities to deliver tailored entrepreneurial courses, focusing on digital skills, financial literacy, and business strategy.

### **4. Develop Vocational Training Programs for Rural Women in Agriculture**

#### **○ Implementation Plan:**

- **MOAW:** Lead improvements in agricultural training programs
- **CSOs:** Provide support for the implementation of programs

### **5. Ensuring a Positive Image of Women's Leadership Roles in the context Religious Speeches**

#### **○ Implementation Plan:**

- **MOERA:** Ensure women's participation in leadership are positively highlighted in religious sermons.



- **HCWD and CSOs:** Support capacity building for religious leaders on WPS and organize leadership development programs for female religious figures.
  - 6. **Operationalize the Mandates of Gender Units for enhanced WPS Follow-Up**
    - **Implementation Plan:**
      - **MOI:** Issue binding policies for mandates for gender units.
      - **HCWD:** Oversee the drafting of workplans for operationalizing the mandates for gender units.
      - **MOP:** ensure budget allocations to the units.
  - 7. **Ensuring expanded numbers of female judges and prosecutors and build the capacities of existing judges and prosecutors on WPS**
    - **Implementation Plan:**
      - **MOI,MOJ and High Judicial Council:** Ensure allocation of a minimum 20% of female judges and prosecutors appointed each term.
      - **HCWD and CSOs:** Build capacity of existing judges and presecutors on WPS.
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## **Pillar 2: Protection**

**Objective:** Ensure legal protections and accessible services for women and girls affected by GBV and CRSV, improving their safety and recovery.

### **1. Strengthening Legal Frameworks for Women's Protection:**

- **Implementation Plan:**
  - **DCVAW/MOI:** Issue SoP/protective policies for officers on handling GBV cases.
  - **CSOs:** train officers on handling GBV cases. Convene a legal reform task force to identify priorities and draft amendments to existing laws addressing GBV.
  - **CSOs:**Organize consultation workshops with legal experts, survivors, and activists to refine proposed reforms and ensure survivor-centered approaches.
  - **MOJ:** Establish specialized GBV courts in partnership with the judiciary and train judges, prosecutors, and law enforcement officers in GBV case handling.

## **2. Enhancing Maternal and Reproductive Health Services**

### **○ Implementation Plan:**

- **MOH:** Upgrade reproductive health services by deploy mobile health clinics in conflict-affected areas to deliver essential healthcare services, including maternal care and counseling.
- **CSOs:** Conduct awareness campaigns and train community health workers to provide culturally sensitive mental health support and connect women to specialized care.

## **3. Legally Protecting Survivors of Sexual and Conflict-Related Violence**

### **○ Implementation Plan:**

- **CSOs:** Advocate for trauma-informed legal care for survivors of sexual violence.
- **HCWD & MOI:** Ensure localized approaches and access to legal services.

## **4. Strengthening Hotline and Reporting and Monitoring Systems for Gender-Based Violence (GBV)**

### **○ Implementation Plan:**

- **DCVAW:** Increase awareness and use of the 119 hotline.
- **MOI:** Improve privacy in reporting cases.
- **MOE:** Facilitate educational campaigns for the hotlines.
- **UNFPA:** Support infrastructure and softwares for reporting and monitoring systems.

## **5. Camp Management and Security Forces adopting International Gender Sensitivity Standards**

### **○ Implementation Plan:**

- **DCVAW and JCCC:** Train camp management on gender and human rights standards.
- **MOI:** Enforce international human rights standards in camps.
- **UN Women:** Support training initiatives for camp staff.

## **6. Protecting Young Girls' Education in Shelters**

### **○ Implementation Plan:**

- **MOE & DCVAW:** Ensure young girls in shelters are able to stay in school during shelter protection period.
- **MOLSA:** Provide safe transportation and programs for girls in rural areas.

## **7. Supporting Reintegration of Women and Children Affected by Conflict**

### **○ Implementation Plan:**

- **DCVAW & IOM:** Reintegration programs for women and children with perceived affiliation to ISIS.
- **MOI:** Ensure security and legal frameworks for reintegration.
- **CSOs:** Provide psychosocial support and rehabilitation.

### **Pillar 3: Prevention**

**Objective:** Proactively address root causes of violence and insecurity while fostering gender-sensitive approaches to emerging challenges.

#### **1. Promoting Women's Role in Building Peace and Preventing Violent Extremism:**

##### **○ Implementation Plan:**

- **MOI:** Lead strategies for Countering Violent Extremism (CVE);
- **CSOs:** Design and deliver a certified mediator training program tailored for women, focusing on conflict analysis, negotiation, and community engagement.
- **MOI:** Integrate trained mediators into existing CVE initiatives, assigning them leadership roles in community-based programs.
- **Donors:** Fund CVE initiatives and host local and regional forums to share successful case studies of women's contributions to preventing violent extremism.

#### **2. Incorporating Gender Perspectives in Climate Change and Security:**

##### **○ Implementation Plan:**

- **BOE and HCWD:** Develop gender-sensitive policies for climate adaptation projects in collaboration with environmental and women's advocacy groups.
- **CSOs:** Conduct training sessions for local communities, including women, on sustainable farming, renewable energy, and water conservation techniques.
- **BOE and HCWD:** Pilot women-led climate adaptation initiatives, such as reforestation programs or water management systems, and scale successful projects regionally.

#### **3. Combatting Electronic Violence against Women**

##### **○ Implementation Plan:**

- **MOI:** Build on the action plan for combatting electronic violence.
- **DCVAW:** Provide privacy protection and monitor cases of electronic violence.
- **UNFPA:** Support funding and infrastructure for the project.

#### **4. Raising Community Awareness through the Media to Prevent Violence Against Women**

##### **○ Implementation Plan:**

- **MOCAY & MOHE:** Conduct courses and seminars to Media on violence prevention.

#### **5. Men's Engagement Programming**

##### **○ Implementation Plan:**

- **MOERA, Religious Leaders and MOCAY:** Conduct programs engaging male stakeholders in promoting non-violence against women. Integrate messages into sermons and teachings.

- **CSOs:** Support the dissemination of male engaged messages for non-violence against women.

#### **Pillar 4: Relief and Recovery**

**Objective:** Provide holistic post-conflict support for women and girls, emphasizing psychosocial care, economic empowerment, and sustainable reintegration into their communities.

##### **1. Scaling Up Psychosocial and Trauma Support**

###### **Implementation Plan:**

- **MOH:** Assign specialized mental health personnel and coordinate hospital-based services for survivors of GBV and CRSV.
- **DCVAW:** Establish community-based counseling initiatives and mobile mental health units in IDP camps and safe houses.
- **CSOs:** Deliver survivor-centered counseling programs, including group therapy and awareness sessions.
- **Donors:** Fund psychosocial capacity building, outreach activities, and expansions of mental health facilities.

##### **2. Enhancing Livelihood Opportunities**

###### **Implementation Plan:**

- **MoLSA:** Develop vocational training curricula aligned with market needs and oversee job placement services for conflict-affected women.
- **Local Chambers of Commerce:** Facilitate business mentorship and link trained women to local enterprises.
- **CSOs & NGOs:** Implement microfinance initiatives (e.g., micro-grants, interest-free loans) and provide entrepreneurship training.
- **Donors:** Support program scaling and follow-up for women-led small businesses, ensuring sustainability and market integration.

##### **3. Ensuring Safe Housing and Reintegration**

###### **Implementation Plan:**

- **DCVAW:** Oversee the establishment and operation of safe shelters, coordinating reintegration programs with local communities.
- **MOI:** Provide security measures around shelters and ensure protection for women at high risk of violence or retaliation.
- **IOM:** Assist with legal aid, reintegration counseling, and social acceptance programs for returning IDPs, including women perceived to have affiliations with armed groups.
- **CSOs:** Offer post-shelter follow-up, facilitate stigma reduction workshops, and establish peer-support groups with community leaders.

##### **4. Expanding Access to Maternal & Reproductive Health**

###### **Implementation Plan:**

- **MOH:** Upgrade reproductive health facilities, train healthcare staff on survivor-centered care, and increase outreach in rural or underserved areas.

- **DCVAW:** Incorporate GBV-sensitive protocols into maternal and reproductive health services, ensuring confidentiality and respectful treatment of survivors.
- **CSOs:** Run awareness campaigns on maternal and reproductive health rights, focusing on rural and conflict-affected communities.
- **Donors:** Provide funding for essential supplies, mobile clinics, and ongoing training to strengthen healthcare delivery in post-conflict settings.

### **How The Monitoring Tools Work:**

- **Baseline and Endline Data:** Many of these tools (like **Baseline Surveys**, **Business Registration Records**, and **Project Reports**) collect data at the start and end of the plan cycle (2024 and 2028) to assess progress.
- **Feedback Mechanisms:** Tools such as **Survivor Satisfaction Surveys** and **Participant Feedback Forms** ensure that the perspectives and experiences of beneficiaries are integrated into the evaluation process.
- **Administrative and Financial Reporting:** Tools like **Financial Reports** and **Annual Budget Reports** provide financial accountability and transparency, ensuring resources are allocated effectively.
- **Training Logs:** Many tools (**Training Attendance Records**, **Training Logs**) monitor the number of people trained to ensure capacity-building efforts are on track.

### **3.4 PART IV: Centralized Monitoring and Reporting Mechanism**

The **High Council for Women and Development (HCWD)** will act as the central body responsible for monitoring and reporting on the progress of all three pillars. The HCWD will work closely with ministries, NGOs, and international organizations to:

1. **Conduct Annual Progress Reviews:** Track progress toward set goals, identify challenges, and make necessary adjustments.
2. **Generate Reports on Key Indicators:** Reports will be produced based on the data collected from ministries, NGOs, and other relevant stakeholders.
3. **Gather Feedback from Beneficiaries:** Surveys and feedback forms from women and girls engaged in the programs will help inform policy changes and improvements in services.
4. **Coordinate Data Collection and Analysis:** Ensure that data is consistently gathered and analyzed across sectors to monitor trends and outcomes effectively.

## Cross-Cutting Indicators for All Pillars

- **Representation of Women in Leadership Roles:** Tracked across political, economic, peacebuilding, and security sectors to ensure that women's participation is increasing in all relevant areas.
  - **Access to Services:** Number of women accessing healthcare, legal aid, psychosocial support, and financial resources. These indicators will help measure whether women's rights and needs are being met.
  - **Capacity Building:** Number of women trained in leadership, entrepreneurship, peacebuilding, CVE, and sustainable development. Training logs and participant records will track progress in building women's skills and capacities across the pillars.
  - **Beneficiary Feedback:** Surveys, interviews, and feedback mechanisms will be used to gather qualitative data on the impact of services, programs, and initiatives from the perspective of women directly affected by these efforts.
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## Tools for Measuring Success Across All Pillars

- **Baseline and Endline Surveys:** Conducted at the start and end of the action plan cycle, these surveys will provide a snapshot of the situation regarding women's participation, protection, and prevention efforts. Success will be measured by comparing baseline data to the targets set for 2030.
- **Annual Progress Reports:** These reports, produced by the **High Council for Women and Development (HCWD)**, will summarize data from all implementing bodies, tracking progress on each priority and pillar.
- **Mid-Term Evaluation (2027):** A comprehensive review of the second regional action plan implementation at the halfway point will identify achievements, gaps, and areas that require adjustments.
- **Endline Evaluation (2030):** At the end of the plan cycle, an endline evaluation will measure overall success in achieving the goals of the plan. This will include comparisons of quantitative indicators (e.g., increases in women's participation and protection) and qualitative feedback from stakeholders.

**Monitoring and Evaluation (M&E) Timeline** for the three pillars of **Participation**, **Protection**, and **Prevention** within the framework of the Women, Peace, and Security National Action Plan (2025-2030). This timeline outlines key activities, milestones, and deliverables for each pillar across the four-year period.

### 3.5 Monitoring & Evaluation Timeline (2025-2030)

Quarter	Activity	Objective	Indicators	Responsible Parties	Data Collection Methods
Q1 2025 - Q4 2026	Monitor implementation of 20% quota for women in decision-making roles	Assess women's representation progress	% of women in leadership roles	HCWD, MOI, MOP	Surveys, administrative records
Q1 2025 - Q4 2030	Track capacity-building programs and public awareness campaigns	Evaluate leadership skill development	# of programs conducted; participant feedback	MOLSA, CSOs, MOCAY	Program reports, participant surveys
Q2 2025 - Q4 2027	Measure outcomes of confidence-building programs for women leaders	Assess confidence and leadership impact	% increase in women in leadership positions	HCWD, MOHE, CSOs	Pre/post-program assessments, interviews
Q3 2025 - Q4 2028	Monitor economic empowerment initiatives for women	Evaluate business outcomes and entrepreneurial growth	# of funded projects; revenue growth	MOP, HCWD, MOLSA, CSOs	Financial records, participant case studies
Q1 2026 - Q4 2027	Assess effectiveness of vocational training for rural women in agriculture	Evaluate agricultural productivity and skills	% increase in agricultural yields	MOAW, CSOs	Agricultural reports, field surveys
Q3 2025 - Q2 2028	Evaluate promotion of women leaders in religious speeches	Assess community perceptions	% positive portrayal in religious discourses	MOERA, HCWD, CSOs	Content analysis, community feedback
Q1 2025 - Q4 2030	Monitor operationalization of gender units mandates	Ensure compliance and functionality	# of operational gender units	MOI, HCWD, MOP	Progress reports, site visits
Q1 2025 - Q4 2030	Measure increase in female judges and prosecutors	Track judicial representation changes	% of women in judicial positions	MOI, MOJ, HCWD, CSOs	Court records, administrative data

Q2 2025 - Q4 2027	Assess legal frameworks for women's protection	Monitor GBV case outcomes	# of cases handled under new frameworks	DCVAW, MOI, CSOs	Legal case reviews, policy assessments
Q1 2026 - Q4 2030	Monitor maternal and reproductive health service enhancements	Assess service accessibility and quality	% increase in service uptake	MOH, CSOs	Health records, patient surveys
Q2 2026 - Q4 2030	Track legal protections for sexual violence survivors	Evaluate legal support outcomes	# of survivors receiving legal aid	CSOs, HCWD, MOI	Legal records, survivor interviews
Q1 2025 - Q4 2030	Monitor GBV hotline and case monitoring system improvements	Assess case reporting and resolution rates	# of cases reported and resolved	DCVAW, MOI, MOE	Hotline logs, monitoring reports
Q2 2025 - Q4 2030	Assess gender sensitivity in camp management	Evaluate human rights practices	Compliance with gender-sensitive protocols	DCVAW, JCCC, MOI	Site audits, camp resident interviews
Q1 2026 - Q4 2030	Track protection of girls' education in shelters	Ensure educational access continuation	% of girls accessing education	MOE, DCVAW, MOLSA	Educational records, site visits
Q2 2025 - Q4 2028	Monitor reintegration support for women and children	Evaluate community reintegration outcomes	% of successful reintegration cases	DCVAW, IOM, CSOs	Reintegration assessments, community feedback
Q1 2025 - Q4 2030	Evaluate women's role in peacebuilding and extremism prevention	Assess engagement effectiveness	# of women involved in CVE activities	MOI, CSOs, Donors	Activity reports, interviews
Q3 2025 - Q4 2028	Track gender perspectives in climate and security policies	Monitor policy implementation	# of gender-sensitive policies enacted	BOE, HCWD, CSOs	Policy reviews, stakeholder interviews
Q2 2025 - Q4 2030	Assess initiatives against electronic violence	Evaluate protection effectiveness	# of reported online violence cases resolved	MOI, DCVAW	Digital monitoring reports, case reviews



Q1 2026 - Q4 2030	Monitor community awareness programs on violence prevention	Assess media engagement and public awareness	# of media campaigns conducted	MOCAY, MOHE	Media content analysis, public surveys
Q2 2025 - Q4 2030	Measure men's engagement programming outcomes	Evaluate attitude changes toward non-violence	% reduction in violent behaviors	MOERA, MOCAY, CSOs	Behavioral assessments, participant surveys
Q2 2025 Q4 2027	Enhance Livelihood Opportunities for IDPs and Returnees	Support conflict-affected women to develop sustainable income sources	- # of women completing vocational training - # of micro-grants disbursed	MoLSA, Local Chambers of Commerce, CSOs, NGOs	Vocational Training Records, Micro-Grant Logs, Participant Case Studies
Q3 2025 - Q4 2028	Ensure Safe Housing and Reintegration	Provide secure shelters and facilitate stigma-free reintegration for survivors	- # of shelters available - # of survivors accessing legal aid & reintegration	DCVAW, MOI, IOM, CSOs	Shelter Utilization Reports, Reintegration Program Logs, Community Surveys
Q1 2026 - Q4 2030	Scale Up Psychosocial and Trauma Support	Deliver comprehensive mental health and counseling services to survivors	- # of women receiving counseling - # of mobile mental health units operational - # of trained psychosocial professionals	MOH, DCVAW, CSOs	Mental Health Usage Logs, Therapy Session Records, Survivor Feedback Surveys
Q1 2026 - Q4 2030	Expand Maternal & Reproductive Health Services	Improve access and quality of reproductive care in conflict-affected areas	- % increase in service uptake - # of upgraded facilities - # of healthcare staff trained on	MOH, DCVAW, CSOs	Health Records, Patient Satisfaction Surveys, Facility Assessment Reports

			survivor-centered care		
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### Monitoring Tools and Reporting Mechanisms

- **Annual Progress Reports:** Each year, the High Council for Women and Development (HCWD) will produce detailed progress reports outlining the status of activities, key milestones achieved, and areas that require additional attention.
- **Surveys and Feedback Mechanisms:** Regular surveys and feedback forms will be used to gather data from participants and beneficiaries, ensuring that initiatives are effective and responsive to the needs of women and girls.
- **Government and NGO Reports:** Data will be gathered from government bodies, local councils, NGOs, and other stakeholders involved in implementing the action plan.

**Third-Party Evaluations:** Independent evaluators will assess the effectiveness of the programs at key points (midline and endline) to ensure accountability and provide objective insights for improving implementation.

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## 7. Conclusion

The Women, Peace, and Security Regional Action Plan (2025-2030) for the Kurdistan Region of Iraq represents a critical step toward advancing gender equality, empowering women, and addressing the unique challenges faced by women in conflict-affected areas. Building on the lessons learned from the previous plan, this plan integrates key recommendations to ensure stronger coordination, sustainable funding, and effective legal protections. By establishing clear priorities under the pillars of **Participation, Protection, Prevention, and Relief and Recovery**, the Regional Action Plan sets ambitious yet achievable goals for empowering women in governance, protecting them from violence, involving them in peacebuilding and security initiatives, and ensuring comprehensive support for conflict-affected women and girls to rebuild their lives.

The plan's Monitoring & Evaluation (M&E) framework provides the necessary tools and indicators to track progress, measure impact, and ensure accountability. With a focus on robust data collection, capacity building, and resource allocation, the Regional Action Plan aims to create an enabling environment for women to thrive in all aspects of political, economic, and social life. By including psychosocial support, safe housing, and economic reintegration programs, the Relief and Recovery pillar guarantees that post-conflict interventions address both immediate and long-term needs of women and girls.

By 2030, the Regional Action Plan seeks to realize significant outcomes: increasing women's representation in decision-making roles, reducing gender-based violence through legal reforms and protection services, facilitating effective relief and recovery for survivors, and empowering women as key actors in preventing violent extremism and addressing climate-related security risks.

The success of this Regional Action Plan will not only improve the lives of women across the Kurdistan Region but will also contribute to a more inclusive, peaceful, and resilient society. Through collective efforts, strategic partnerships, and a commitment to gender equality, the 2025-2030 Regional Action Plan will pave the way for sustainable progress, ensuring that women are recognized as essential agents of change and security in Iraq and beyond.

## APPENDICES:

### Appendix 1: Methodology

The assessment for the development of the Second Regional Plan was conducted using a **mixed-methods approach** to ensure a comprehensive and thorough evaluation of the Kurdistan Region of Iraq's progress on the Women, Peace, and Security (WPS) agenda. This methodology integrated both **quantitative** and **qualitative data collection techniques**, alongside an in-depth **desk review** of relevant documents and previous action plans, such as the first regional action plan.

Key methodologies included:

- **Large-scale consultations** with various stakeholders, including government entities, civil society organizations (CSOs), international non-governmental organizations (INGOs), and diplomatic missions. These consultations aimed to gather diverse perspectives on the progress of the previous action plan and the formulation of the Second Regional Action Plan.
- **Structured key informant interviews (KIIs)** and **data collection surveys** were employed to capture detailed insights into the challenges, successes, and overall impact of the previous Regional Action Plan. These tools helped to identify gaps in implementation and areas for improvement.

- **Follow-up meetings** with representatives from participating entities were organized to delve deeper into their experiences, validate findings from the initial data collection phase, and refine the recommendations for the Second Regional Action Plan.

The comprehensive approach ensured the inclusion of all relevant stakeholders and provided a well-rounded analysis to inform the development of the Second Regional Action Plan. This rigorous methodology enabled the integration of **regional insights** with broader **international frameworks** on the WPS agenda.

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#### Appendix 2: Abbreviations and Names of Entities

- **High Council for Women and Development (HCWD)**
- **Ministry of Labor and Social Affairs (MOLSA)**
- **Ministry of Planning (MOP)**
- **Ministry of Interior (MOI)**
- **Ministry of Endowment and Religious Affairs (MOERA)**
- **Ministry of Higher Education (MOHE)**
- **Ministry of Peshmerga Affairs (MOPA)**
- **Ministry of Justice (MOJ)**
- **Ministry of Culture and Youth (MOCAY)**
- **Ministry of Municipalities and Tourism (MOMT)**
- **Ministry of Education (MOE)**
- **Ministry of Trade and Industry (MOTI)**
- **Ministry of Finance (MOF)**
- **Ministry of Transport and Communications (MOTC)**
- **Ministry of Agriculture and Water Resources (MOAW)**
- **Department of Information and Technology (DIT)**
- **Board of Environmental Protection and Improvement (BEPI)**
- **General Directorate of Combating Violence against Women and Families (DCVAW)**
- **Joint Crisis Coordination Centre (JCCC)**

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#### Appendix 3: Stakeholders During Implementation

The successful implementation of the Second Regional Action Plan relies on the involvement of a wide range of stakeholders, including **government ministries, civil society organizations (CSOs), and international partners**. The following are the key stakeholders who will be actively engaged in implementing the objectives of SECOND REGIONAL PLAN, with repeated organizations removed for clarity:

- **High Council for Women and Development (HCWD)**
- **Ministry of Labor and Social Affairs (MOLSA)**
- **Ministry of Planning (MOP)**
- **Ministry of Interior (MOI)**
- **Ministry of Culture and Youth (MOCAY)**
- **Ministry of Endowment and Religious Affairs (MOERA)**
- **Ministry of Higher Education (MOHE)**
- **Ministry of Peshmerga Affairs (MOPA)**
- **Ministry of Justice (MOJ)**
- **Ministry of Education (MOE)**
- **General Directorate of Combating Violence against Women and Families (DCVAW)**
- **Joint Crisis Coordination Centre (JCCC)**
- **Board of Environmental Protection and Improvement (BEPI)**
- **Dak Organization**
- **Civil Development Organization (CDO)**
- **Search for Common Ground (SFCG)**
- **United Nations agencies (UN Women, UNFPA, UNDP, FAO, IOM)**
- **International Non-Governmental Organizations (INGOs)**
- **Local Environmental NGOs**
- **Private Sector**
- **Civil Society Organizations (CSOs)**