

**THE NATIONAL STRATEGY FOR
THE DEVELOPMENT OF WOMEN
IN KURDISTAN REGION
2016 - 2026**

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Introduction

The changes witnessed by the world and the Middle East, especially Iraq and Kurdistan Region, had various and different impacts on Kurdistan's community and imposed new challenges on the state and on the society as a whole in particular the issue of women's participation in the development process as citizens with full rights and duties like any other citizen as an equal and without any form of discrimination.

The enforcement of women's position and achievement of equality between women and men are two matters related to the issue of human rights and a condition for social justice and they should not be viewed in isolation as women-specific issues. It is the only way to build a viable, just and advanced community as they are prerequisites for achieving political, economic, social, cultural and environmental security in the country.

Most of the initiatives, reports and strategies of the Kurdistan Regional Government confirm on the necessity of participation of all Kurdistan's community components in the achievement of development as a guarantee for achieving the sustainable development in all its dimensions and in particular the social one because the economic growth alone is not sufficient to improve the quality of life and welfare of the population. The negligence of the human dimension may contribute to the emergence of conditions that might exacerbate inequality and social exclusion in some cases, such as the spread of discrimination, violence, exploitation and murder where women with their fragile situation may be more susceptible for these cases and for other social conditions alien to Kurdistan's society.

Under the directions of the Kurdistan Region in building a political system characterized by democracy and civics, women's participation as citizens with full rights has become one of the necessary requirements in this process. Hence the importance of the adoption of a comprehensive national

strategy ensures the enjoyment of all members of society with their rights through a comprehensive approach with regard to all aspects of development: equality between women and men and respect of human rights to ensure the achievement of social justice and development. The mention of the negative aspects in the community and work to solve them, especially those related to the persecution and oppression of women and practice of discrimination and violence against them in the vicinity of the community, the family, the workplace and others, is one of the priorities of the agenda of the Kurdistan Regional Government. For this purpose, the initiative has supported partnership between several parties for the preparation of a national strategy aimed at development and improvement of Kurdistan's women status and role through the concentration of all efforts to eliminate all forms of discrimination against Kurdistan's women to ensure their enjoyment of their human rights and to take all necessary procedures to enable them to achieve full equality between men and women in Kurdistan's society.

This strategy is complementary and supportive to the rest of the other strategies that have been and will be approved by the Region regarding the development and improvement of Kurdistan's community in all domains.

THE FIRST CHAPTER

THE GENERAL CONTEXT AND METHODOLOGY OF THE STRATEGIC PLAN

First- The General Context and the Methodology of work

1. The General Condition

1.1 Demographic - Community Data

Kurdistan Region is a federal entity in Iraq, and the capital is Erbil. It borders Iran to the east, Turkey to the north, and Syria to the west. The total area of the Region is 80,000 square kilometers *. The region had a population of 4,698,790 * million people in the year 2009 and is expected to reach 5,601,227 *million people in 2016. (Information taken from the draft plan of the development of the Kurdistan Region 2011-2016) *

1.2 The Political Condition

1.2.1 The Political System

The political system in the Kurdistan Region depends on the political pluralism and the peaceful transfer of power and the principle of separation of powers. The Iraqi constitution recognizes the Parliament and the Government of the Kurdistan Region as a regional institution reflects the reality of the region.

1.2.2 The General Political Situation and its Impact on the Security of the Society

During the previous years and after March uprising in 1991, the election of Kurdistan Parliament in 1992 and the formation of the government, Kurdistan Region have witnessed a remarkable development in various domains. As a result of the efforts of the official authorities and civil society organizations, Kurdistan has moved to a new stage in relation to the previous situations and the suffering from the aggressive policy practiced by the former Iraqi regime against the people of Kurdistan by practicing the ugliest campaigns of repression and displacement and forced relocation with a policy of scorched earth and the complete destruction of the infrastructure and Genocide especially in the city of Halabja where nearly 5,000 people were annihilated by internationally banned chemical

weapons and more than 5,000 people were injured and suffered from birth defects as a result of that. In addition to the Genocide of approximately (182000) people within the notorious Anfal operations, which led to the emergence of a lot of social problems, where women were the main victims, along with economic problems, which led to the increase in the percentage of illiteracy, poverty, unemployment, discrimination and violence against women.

After the emergence of ISIS in the area in the middle of 2014, Kurdistan's people and land had exposed to destruction, unique genocide, along with what happened at the end of 2016, that the number of IDP's coming from the other areas of Iraq had reached more than 1,800,000 in Kurdistan Region.

3. The Social System

Kurdistan's society is mostly considered as a conservative paternal traditional society and its structure is characterized by the typical distribution of status, roles, tasks and responsibilities between men and women and within the same group of men, and between adults and children in the same group and from a group to another. In addition to the consequences regarding the regulation of relationships and its arrangement inside and outside the family within all societal institutions and accessing the opportunities and resources and controlling them, including the distribution of power and decision-making power within and outside of the family.

This traditional social system is still imposing on women the acceptance of some social customs such as early marriage, inbreeding and marriage of exchange which connects the fates of couples together. The women represent a large part of the marginalized in society, especially those belonging to religious and national minorities, as well as young women and people with special needs and the families of victims of the Anfal, other crimes of former regime, and last recently the crimes of the terrorism of ISIS. Handling this issue needs to enforce the

legal framework and government procedures to guarantee the rights of the disadvantaged and marginalized by supporting the efforts of the government's call for greater understanding of the needs of these groups of women.

2. Tendency and Methodology

2.1 The Starting Point, International and National Reference Background based of forming the Strategic plan

The preparation of the strategy was based on the experiences and national gains. In this context, it must be pointed to a lot of efforts and attempts during the period of past 25 years by the civil society organizations and especially the organizations interested in women's affairs, issues and human rights in Kurdistan, in cooperation with governmental institutions and international organizations to combat discrimination against women. Since 2006, several governmental institutions have been formed and have been involved in combating violence and discrimination against women.

The national strategy for the development of women is inspired by the spirit of the Iraqi Constitution which concentrates, as shown in many of its articles, on the principle of equality, gender equality and equality before the law.....The strategy also launches from the will of the Kurdistan Regional Government to advance the society of Kurdistan.

The development and adoption of a national strategy for the development of women in Kurdistan represents a natural and logical outcome of the strategy and the policy of the Kurdistan Region in the rebuilding the Region on a democratic and civil basis, in which human rights and public freedoms are respected and all forms of discrimination in society are rejected. In addition to the difficult economic conditions because of countering the terrorism, and allocating the a budget for this domain, although some of economic activities had countered challenges, due to the imposed fighting, and cutting the share of Kurdistan region budget from the public budget of Iraq, along with the reduction of crude oil prices in international markets,

though receiving a huge number of IDP's from a number of various areas of Iraq therefore, the refugees that came from outside. All these had created difficult impacts on the conditions of Kurdistan people and specifically on women's group.

The strategy is based on national documents, including a draft strategic development plan for Kurdistan Region (2012-2016), the national strategy to combat violence against women, the Regional Action Plan for for the reduction of the rate of poverty (2010-2014) health and reproductive plan and the overview of the government of Kurdistan region for (2020).

The strategy is based on Iraq's international obligations in the framework of Iraq's membership in the United Nations, and among these obligations those associated with the ratification of the Universal Declaration of Human Rights and international conventions and treaties on human rights, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as well as action plans of international conferences in addition to the third international millennium goals (2000-2015). For the new developed countries and the goals of sustainable development on the international level (2015-2030),

It is supposed with respect to the subject, this strategy aims to treat and translate these commitments to decisive procedures to reduce the different forms of discrimination and violence faced by women.

2.2 The Process of Preparing the Strategy

The preparation of the strategy required an effort participated by all involved parties at all levels of Kurdistan Regional Government, legislative institutions, the judiciary, civil society and academicians. The national and international organizations have also contributed with the support and coordination of the United Nations body for women's empowerment and gender

equality, and the Arabic Woman Center for Training and Research (Kausar).

The preparation of the strategy went through the following stages:

- Reviewing and analyzing of the situation of women in Kurdistan in general as an initial assessment for their condition and properties in the private and public life and determine their status relying on the dimensions of development, social type and human rights by conducting researches and previous studies.
- Reviewing of legal frameworks, documents and national reports related to the role of women in the development and their status in the society and their enjoyment of their human rights,
- Reviewing of international documents related to the advancement and development of women and their empowerment,
- Benefitting from the experiences of other countries by reviewing a number of special and similar strategies.
- Consulting and coordinating with related national and international bodies which are operating in Kurdistan Region
- Holding a consultation meeting with all partners and actors at the beginning of work on the strategy during which the activation of the methodology and subsequent action steps had been made in April 2012 in Arbil,
- Conducting an evaluation and constitutional analysis for the ministries concerned and a sample of civil society organizations.
- Reviewing the first draft by a number of experts, on the national and international level.
- Holding a consultation meeting to review the strategy project of the women's development in the Kurdistan Region whose preparation was attended by a number of experts at the request of the High Council of Women Affairs and the support of the United Nations body for gender equality and the empowerment of women (un-women) to make sure of the extent to which the

results set for the strategy can change and improve the status of women by adopting the platform for gender and human rights and the administration focused on results and that was in July 2012 in Amman.

- Seminars and consultative meetings with representatives of the ministries, relevant government institutions, universities, civil society organizations and individuals interested in women's rights issues in all the provinces of Kurdistan Region.

3. Vision

1.3 General Background

The conditions and difficult challenges have had multiplied effects on women in the Kurdistan Region in particular deprived or increased factors of depriving them from their basic rights to work, education, health, social care and family relations of mutual respect. This makes the endeavor to achieve these human rights required by it to do justice to women, as well as the need for the advancement of society and the state.

The strategy document for the development of women is a national achievement, establishes a future vision founded on the national authorities, the legal spirituality, and international terms of reference, which runs from the principles of the human rights of women in order to build a world of peace and outright society which responds with the challenges of the era, and considers the sustainable human development another aspect of freedom and regards the justice based on principles of gender as an approach for the establishment of human relations characterized by parity and a sense of responsibility and the spirit of citizenship.

The opportunities available for women are numerous but they cannot become a reality without an organized effort, clear vision, and diagnosis of the reality criteria, active institutional mechanisms and legal structure centered on equality, justice and respect for human rights, and social, health, educational systems and political and functional opportunities where men and women are equal in the enjoyment of their services and

benefit. In order to begin the march towards the major objectives, this strategy comes to empower Kurdistan's women to enjoy their human rights.

2.3 Strategy Curriculum

The dependence of the strategy on the empowerment approach expands the meaning of this concept, culturally included, as the cultural dimension of the empowerment should be present in any developmental vision as a challenge to the culture of discrimination and rights digestion.

That refers to what is beyond the control of resources, building of capabilities, occupying the decision-making positions and improvement of productivity. The empowerment also involves an important psychological factor embodies in developing a positive perception about the self and confidence of achievement and the ability to contribute to the life of the community on an equality with men. The empowerment is not a spontaneous process rather it is a realistic and strategic vision that might be translated into action plans and procedures and it is the outcome of integrated effort between the official institutions of the state, society and individuals concerned whether they are men or women.

3.3 The Available Opportunities for the Success of the Strategy

- The commitment by the Kurdistan Regional Government to work towards achieving equality between men and women, which reflected officially in the founding of the High Council of Women Affairs under the direct supervision on its works by the Prime Minister.
- Establishment of the Higher Committee for Anti-Violence against Women in the three provinces of the Region and the Administration of Garmyan.
- There are many government institutions that work directly or indirectly in the affairs related to women's issues in all stages of their lives and part of their target groups, as it is the case for the education sector, health and employment.....or contributes

in dealing with some crucial matters as it is the case for combating violence against women such as the Ministry of Interior and in particular the Directorate-General for Follow-up of Violence against Women as well as the Ministry of Labor and Social Affairs, which provides shelters for survivors from violence based on gender,

- The active and efficient role of civil society in the field of women's human rights, which is a key element in drawing the attention on sensitive issues, and raising awareness level for the issue, which entitles it with the necessary ability to contribute in the implementation of the strategy and monitor results and to achieve the desired change.

- The commitment of international organizations to support the efforts of Kurdistan Region Government and the civil society organizations working in the field of women technically and financially which is certainly a key element in the success of the preparation and realization of the strategy and its implementation,

- There are a number of laws and resolutions that are in favor of women's human rights in the Kurdistan Region, some of which are considered innovative for the region as a whole such as the law against domestic violence, and some amendments to the Personal Status Law and the Penal Law...etc.

- The Change and openness that occurred in Kurdistan's society in social, economic, cultural and political fields ...etc. which reflected positively on the development of aspirations towards a prosperous and advanced future,

- Lack of commitment by the Region Government with some decisions and unfair federal laws to women provided that they do not contradict with the Constitution, as it is the case, for example, the issue of travel without a mahram and a number of articles of Personal Status Law and legal sanctions...

- The presence of media organizations and various cultural civil and non-civil centers that provide the possibility to take advantage of them and direct them to sensitize the community

to remove discrimination against women and achieving equality between men and women in Kurdistan.

3.4 The Obstacles that Might Hinder the Application of the Strategy

- The cultural structure of Kurdistan's society that comes from an agricultural environment and have some customs and traditions which perpetuates the discrimination in the relations between men and women, which is also reflected in the practices and laws.
- The impact of social distribution of roles and responsibilities between men and women and the resulting Images and stereotypes of traditional practices.
- The traditional perspective of the society towards the participation of women in the economic process and sustainable development and elimination of poverty among women.
- Lack of policy, strategy and a clear and lasting vision of the government to combat the gender-based discriminations.
- The weakness in the standards and transparency in occupying the sovereign and leadership positions at the level of the government, political parties, parliament and administration and others because of financial and administrative corruption and medians that prevent finding a balance in senior positions or access to qualified decision-making positions.
- Poor infrastructure that leads to lack of sufficient financial and human resources for programs aimed at economic and social integration of women in general and empowerment within the community and the family, particularly,
- Political crises and political instability which impose other priorities on the general framework of domestic policy in the Region,
- The war of combating terrorism and the impacts leads to the immigration of hundreds of thousands of people, due to that war they had resided in the cities and areas of the region, in addition of existing a big number of tents to receive the IDP's

and refugees and the difficult life conditions for that tents along with the financial crises.

- Lack of adequate financial resource allocation by the government institutions to handle the issues of women's human rights, (not to follow the sensitive budget for social gender) and the civil society organizations suffer from the lack of sustainability of financial support from international and governmental institutions. This means a fair redistribution of resources aimed at reducing gender gaps with a higher rate of specialized funding programs.

- The high rate of illiteracy in the community, particularly among women hinder the process of awareness and knowledge of the laws related to women's rights,

- Lack of staff dealing with institutional gender in government institutions,

- Lack of researches and necessary studies related to the issues of discrimination against women...

THE SECOND CHAPTER

THE WOMEN CONDITION IN KURDISTAN REGION AND MAIN INTEREST DOMAINS

1. General Introduction

1.1 The Content

The strategy includes the presentation of information describing the problem in the framework of women's empowerment in all stages of their lives to enjoy their human rights regarding the education, hygiene, reproductive health, economic participation, participation in decision-making and access to resources and controlling them...with an umbrella specialized for the legislation and national laws due to its interrelatedness and its impact on the status and rights of women in both private and public lives.

As the most important developmental indicators which measure the domains of concern will demonstrate and justify at the same time why they were selected as priorities which must be addressed in order to contribute to the advancement of Kurdistan's women and empowerment of their human and legal rights, which will also be presented and reviewed by reference to the national frameworks and international references concerning conventions and related conference programs.

1.2 The Efforts Applied at the Region Level for Women Empowerment

Since its inception, the government has been concerned at variant degrees with the establishment of policies and taking procedures for the preparation of opportunities for Kurdistan's women's empowerment (education, health, training centers and others). However, even though they are necessary for the empowerment, the technical procedures are inadequate. Since one of the most important "necessities" is to draw precise targets for the process of changing the culture and practices of discrimination and building the culture of equality and parity in all its institutional, legal, psychological, and value dimensions.

2. The Legislative and Legal Framework

The Constitution recognizes many women's rights such as: (the right of political and economic participation, the right to work, health, education, choice of spouse, divorce in the case of damage and alimony... which have a direct impact in eliminating the discrimination and violence against women) in Kurdistan, but there are many gaps and contradictions in the legislative and legal system and the practices might affect passively and threaten the principle of equality and women's enjoyment with their human rights. In addition to the modification of many articles from some laws (penal law and personal status law) the law of combating domestic violence, that have the direct impact on eliminating the discrimination against women in Kurdistan. However, contradictions and gaps can be observed even within the legislative framework as a whole (the Constitution and other laws) on the one hand, and between the legislations, application or non-application and practices, on the other hand.

The achievements made in favor of the advancement of Kurdistan's women cannot be denied but the discrimination against women still exists, whether directly or indirectly in some laws for example:

- The Constitution Project,
- The Nationality Act,
- The Penal Code,
- The Social Laws (social security, taxes, some professional allowances)

This confirms that there is an urgent need to review the legislative and legal system, and a number of legal texts and most importantly the above-mentioned ones in order to:

- Handling the contradictions in the constitution project between principles promote the equality and others which stabilize.

- Eliminating the contradictions in a number of laws and the constitution project, especially those related to women's rights in the religious minorities (Personal Status

Law for example),

- Eliminating the contradictions between the granted laws and rights from one hand and the infringed freedoms from the other hand whether they were legally stated or implicitly stronger than law,

- Applying the international commitments (confirmation of the international conventions) into a reality characterized by the citizens' enjoyment with their human rights as an equal in their private and public lives and before the law.

2. Development Indicators and Gaps in the Enjoyment of Human Rights

2.1 Education

Education: Between the Legitimate Right and Concrete Reality

The Constitution confirms, in Articles 14-16, that education is a main factor in the progress of society and the right of education is sponsored by the Constitution and it is obligatory in the primary stage and its freeness in its different stages is a civilized opportunity to promote the valid laws (The Amended Compulsory Education Law No. 118 of 1967 and the National Campaign Law for Compulsory Literacy) and is consistent with the core principles of human rights, particularly as it did not involve discriminatory signals inhibit the girls' enjoyment of the right of education. However, the distinction is in the context of the practices and procedures and social attitudes that focus on the roles attributed to girls without the roles that can be gained through education as an important empowerment tool.

The females, in most areas of the Region, are not getting their right to education as an equal with men in all levels, and many traditions and family and community practices, such as early marriage, play its role in reducing the chances of school enrollment or remaining in the school and supplement their education. In addition to the poverty factor, which plays an important role in scaling the chances of females in education, which makes parents prefer to teach males and perhaps the most affected areas in this domain is the remote and marginalized areas also in displacement areas due to the savagery of ISIS.

If the opportunity is available for the girls' enrollment for education and complete it, they often join arts and humanities departments whereas the males join science and technology departments, putting the girls in a position where they cannot compete with their male peers in the labor market.

The exerted efforts to deal with the problem of literacy in the society have resulted in decreasing its rate from 27.4% to 16% in 2012 and the major percentage is for females. According to the information from the official resources in the Ministry of Education in Kurdistan Regional Government therefore, the rate of girls participation in study stages is (36% for females and 39% for males), The rapid assessment of the education sector shows the available date despite its shortage, the need to take comprehensive and fast measures and procedures which include:

- Activation the compulsory education Law and extending it to the end of the primary education including the confirmation of its freeness by mechanisms of accountability for those with duties of parents of girls to education sector officials.
- Promoting / improving the infrastructure in terms of quantity and quality, and increasing the number of girl schools.
- Launching a new campaign aimed at literacy of adult and out of school children at all levels of education and creating educational level settlement programs to recover the youth groups to the educational system.
- Providing the assisting resources to girls' education adaptable to their economic and social position through providing grants for poor girls and transportation in isolated areas and supporting the families economically.
- Establishing a studies and research centre in the Region with independent and corporate character which undertakes the responsibility of conducting studies and field researches about Kurdistan's women's reality through all stages of their lives, socially, politically, economically and culturally and contributes to supplying the decision makers with data and indicators that facilitate the planning of development starting from education with all its stages.

- Improving, supporting and increasing the number of centres and educational institutes related to the marginalized groups particularly females with special needs.

2.2 Hygiene and Reproductive Health

Definition

Reproductive health care is defined as "a set of methods, techniques and services which contribute to reproductive health and welfare by preventing the occurrence of reproductive health problems and solve them, and it also includes sexual health, which aims at improving the quality of life and personal relations not merely providing the consultation and medical care related to reproduction and sexually transmitted diseases." So, the concept of reproductive health exceeds the traditional limits of health and disease concepts and this means a compound of cognitive and practical elements related to safe motherhood, sexual health, early detection of cancer, infertility, women's empowerment and to ensure fairness and justice, which falls under the fundamental rights of individuals and social groups, and for the sake of sustainable human development ⁽¹⁾.

The Right of Health and Reproductive Rights in Kurdistan Region

The draft of development plan in Kurdistan Region indicates that about 18.3% of families are deprived of meeting their basic health needs and rural areas are twice more deprived than urban areas reaching 24.2 % in rural areas and 12.3% in urban areas, after coming the savagery of ISIS also increasing the number refugees so the rate of beneficial of this services had decreased. Despite the huge expansion in the number of primary health care centres, this expansion was not elaborate or planned properly, and majority of these centres are still not able to provide health care services for mothers and children due to

lack of equipment and qualified staff as a large proportion of people resort to the private sector for health services despite rising costs.

The access to the additional health services is still rare, for example, family planning services are not available in most of the primary health centres and public health institutions particularly contraception methods where they rely on the private sector. The percentage of married women in the age group (15-49 years) who used a contraceptive reached 53% according to the results of MICS 2011.

The draft of development plan in Kurdistan Region indicates that about 18.3% of families are deprived of meeting their basic health needs and rural areas are twice more deprived than urban areas reaching 24.2 % in rural areas and 12.3% in urban areas

There are cultural and social impediments that confront women's health and welfare as the early marriage is still high if not increasing, particularly in the rural areas which threaten the reproductive and psychological health of young girls who might not be prepared mentally and physically for marriage, pregnancy and childbearing. The rate of this phenomenon had increased along with emergence of waves of IDP's and refugees. In addition to the religious and social misconceptions which prevent women from using family planning methods and limit their ability of free choice which is supported by knowledge including the period which separates between births and the number of births.

In addition to this, the formation of large families threatens women when there are not available integrated services for maternal care and traditional ideas about the role of women may constitute an obstacle as well as the preferential treatment for males constitute an obstacle to women's health.

Often the quality of health care for women is deficient in various ways, depending on the local conditions in the beginning of the reception in the centre, clinic or hospital. It is

often noticed that women are not treated with respect, nor they are guaranteed privacy and confidentiality, and do not have access to complete information about the options and available services.

The Developmental Dimension and Legal Framework

The Programme of Action of Cairo Conference in 1994 confirmed on the close link between population and development and focused on meeting the needs of individuals, especially women, through the expansion of access to education and health services.

Beijing Declaration and Platform for Action confirmed in paragraph 89 that "women's have the right to enjoy the highest attainable standards of physical and mental health with its broad definition, and enjoyment of this right is vital to their lives, welfare and the ability to contribute in all domains of public and private life. Women's health includes their safety emotionally, socially and physically."

Article 12 of CEDAW convention calls for the elimination of discrimination against women in the field of health care, including prevention of female circumcision, AIDS prevention and health care for pregnant women ³⁽¹⁾.

The government with its different competent institutions can invest in the following fields:

- The reconstruction of infrastructure and health system in order to ensure that women in all stages of their lives, including teenage and after childbearing age, enjoy their health in general and their reproductive health, in particular,
- Developing a policy concerned with women's health in general and reproductive health, in particular, on the basis of the principles of gender and respect of women's human rights and supporting them with the institutional capacities physically and financially,
- Planning and supporting the implementation of programs that provide Kurdistan's women, provision of appropriate services

that will contribute to intact childbearing, births and maternity and prevention of maternal mortality and building a balanced family,

- Taking measures for the prevention of breast cancer and expanding to other forms of women's cancer and communicable diseases which contribute to the provision of appropriate services,

7 UNIFEM, CEDAW booklet, Amman, 2011, page 16

- Diagnosing the gaps of discrimination against women in legislation, policies and family and community practices to develop a prevention and awareness strategy and allow the women's enjoyment of their health rights in general and reproductive rights, in particular,

- Ensuring Kurdistan's women's control wherever found, in urban and rural areas, of their fertility by providing services and family planning methods and taking appropriate procedures to support their ability to free choice and the decision based on knowledge,

- Expanding the opportunities and resources for women, including economic resources and decision-making power with regard to public health and reproductive health in particular, to take advantage of the health system (policies, programs and services) as equal with men.

- The existence of a huge number of IDP's and refugees in the Kurdistan region, so most of them are living in critical health condition, thus most of them are leading to official health services, therefore this requires a specific plan also increasing health and clinical centres.

3.3 Women Participation and Empowerment in the Economic Domain

Definition

The participation of women and their empowerment in economic sector also, structure of gender- based discrimination between men and women institutionalized in the administration and practices related to the design, implementation of policies, legislations, institutions and mechanisms which contribute to the reduction of women's access to economic resources - labor, property, financial, and thus social resources – education. As stated in Article 5 "There is a direct relationship between women's poverty and lack of economic opportunities, independence, and poor access to economic resources, including borrowing, land property, the inheritance, poor access to education and support services and the low participation of women in decision-making process. It is also possible that poverty may sometimes force women to cases where they are vulnerable to sexual exploitation.”

The Position and the Productive Role of Women in Kurdistan Region

The constitutional vision of the human right to work (Article 22 / I) can be analyzed through the principle of equality mentioned in Article 14, and equality of opportunities in Article 14. This overall vision enhanced procedurally in the Article 30 by state guarantee for the individual and the family - especially children and women - social and health security, including unemployment in some cases.

The Position and the Productive Role of Women in Kurdistan Region

This subject can be treated by the vision of constitution regarding to the human rights so as to work for this public

vision, so it is a practical support so as to be implemented by the confirm of state for the individual and family. In spite of its importance, that does not mean that equal employment opportunities have become available for women as it depends on many factors, at its forefront, discrimination in all its forms and fields, which limits the possibilities, experiences and available opportunities for women starting from education and access to some specializations, and social- cultural attitudes to their vocational role and preference of their traditional role, as well as the obstacles they face more than others in the labor market. Although Kurdistan's women have made significant progress in many areas, perhaps in its forefront, education, social work, and others, but their rate of economic activities is still low, particularly paid economic work compared with the activity of men.

As for the distribution of the economically active population, the draft of development plan for Kurdistan Region indicates that the overall rate of economic activity for males in the Region reaches 69.7%, while the economic activity rate for females reaches 12.9%. This reflects the decline in women's participation in the economic activities, although the specific demographics illustrate the convergence of the ratio of males and females in the overall size of the population, as well as similar rates in respect of working age. As for the unemployment rates, they are higher among females (34.39%) compared with males (9.56%).

Kurdistan's women continue to represent the largest proportion of poverty and unemployment due to lack of equitable distribution of resources and opportunities between the genders in addition to the lack of adopting of policies that motivate women to challenge the socio-cultural reality which prevents them to possess the capacities, technical qualifications, scientific proficiencies and necessary experience to ensure their use of resources and control them to improve their economic

situation in terms of access to economic independence which reflects on their social status whether in urban areas or rural areas.

In this regard, it must be pointed out that the percentage of workers in agriculture was 35% of the Region's population in 2000, and after that began to decline reaching nearly 23% in 2003, according to the results of economic and social research 2006 to 2007 and the data of the countryside in Kurdistan Region shows that there are two distinctive aspects:

- The first one is related to the number of active economic workers in the countryside out of the total number of workforce from about 39.25% at the beginning of 2014 to nearly 35% at the end of 2014 due to the relative rise of unemployment, especially among young people, which is an encouraging element of migration to the city.

- The second one belongs to the growing reliance on women in the field of agricultural work as the percentage of women in agricultural work in 2006 reached more than 12.9% out of the total number of workers in agriculture and this percentage is expected to increase in 2016 therefore in second half of (2015) the rate of female reached (14,78%) and males (64,21) (according to the FAO data,) that makes women as the main labor power in agriculture sector.

The reliance on rural women in agriculture will lead to increase of their burdens and limit their social and cultural activities, without enjoyment necessarily neither with their economic nor human and other legal rights. With reference to this fact with its various backgrounds and to the insurance of women's enrollment in the economic development, the government should enroll the issues of gender equality in its economic policies, microeconomics and macroeconomics, and take the following procedures:

- Removing the obstacles that limit the enrolment of Kurdistan's women into the labor market of the public sector,

- Formation and draw the specific plan for empowering the economics of IDP's and refugees women.
- Activation the role of women and girls in tourism sector, in spite of providing the academic and linguistics empowerment for them.
- Taking encouraging economic and financial procedures for the private sector to employ women,
- The High Council of Women Affairs should coordinate with agencies and concerned economic institutions (policy and funding) for actual adoption of women's economic empowerment through positive measures, including quotas, for example,
- Operating on the availability of opportunities for women, especially women who lack family support, victims of the Anfal, victims of ISIS war, those with special needs to have access to national and international grants and loans.
- Supporting the establishment of professional associations and companies for businesswomen.
- Kurdistan Region Government should adopt a special strategy to reduce poverty,
- Taking the necessary measures to enforce the right of rural women in land property on which they serve and taking benefit of the natural resources for commercial purposes within the framework of equitable development and environmental protection,
- Increasing employment opportunities for women through the development of various economic sectors and the establishment of the necessary infrastructure,
- Providing training programs for women in establishing and managing small investments, commercial projects and facilitate loans.....

3.4 Participation in the Political Domain and Decision Making The Situation of Women's Participation in the Kurdistan Region

The participation of Kurdistan's women at all levels is still far from the aspirations of the women themselves and the requirements of equality, human rights and development. The available indicators, about women in decision-making positions (2015-2016) with regard to the government and its bodies, show that there is only one woman Minister in the " Cabinet " lineup of the current government.

As for political participation, the number of women in the Parliament of Kurdistan is now 43 out of 111 due to the quota system, despite the insignificant presence of women in leadership positions in a number of political parties, which amounts to about 30 women. With regard to the security and justice sector, and security there are women judges, (56) public prosecutors and (30) judges in the courts. province directors and district directors and 50 officers in addition to a number of counselors. Although, there is one sub-district director and (3) mayors, in addition to (383) women officers in military domain, thus other military ranks as staff of the ministry of interior despite of some women with special posts. There is approximately equal proportion between the two genders in administrative positions such as directors in service educational institutions prior to higher education because the community accepts such a traditional role which is similar to their reproductive roles and this confirms the weakness of their job positions, especially (the political and economic ones), which are believed to be the work scope of males.

- Ratification of a law in order to expand and enforce the capacities and programmatic and financial abilities of the High Council in charge of women affairs as an essential tool for the

empowerment of women, the family, and the community and translating the commitments of the Region in this domain into a reality,

- Developing a transitional framework for the implementation of a positive discrimination system / quota on the leadership positions in all state institutions, including ministries until the induction of change in mentalities and figures,

- Raising the level of women's participation in the committees of national reconciliation, peace conferences and diplomatic positions,

- Developing programs and taking actions which contribute to the empowerment of women of personal skills and necessary resources for effective participation in making crucial decisions in both public and private lives,

- Activation of civil society organization in order to have an active role to constitute coordination and partnership mechanism on level of region institution.

- The High Council of Women Affairs in the Region undertakes controlling of the size of women's representation in the institutions and their participation and issues, including in the media and different communicative materials and submitting periodic reports to develop policies when needed, modifying, or initiating actions aimed at balancing and correcting the negative and encouraging the positive (compensation system / punishment) ,

- Initiating strategic projects and regular focused campaigns in order to raise the level of community awareness and public opinion and setting up political culture built on the principles of gender and human rights in order to change the traditional, typical and common aspects and stereotypes of women and men in the community through developing media.

3- Results Matrix

The main purpose of the strategy is the empowerment of the Kurdistan women to enjoy their human rights.

To fulfill this purpose in the long-term and through reducing disparity between men and women in the different fields of life, a number of outcomes have been drawn for the strategy which will contribute to fulfilling tangible results in the short and medium-term (outputs) so that the purpose of the strategy can be gradually the reality in the lives of the Kurdistan women and their community (framework),

The strategy framework is completed in six outcomes and a number of outputs which will contribute to the accomplishment of each of them as drawn below:

1- The First Outcome: A Legislative and Legal Environment in line with the Principles of Human Rights and International Treaties

This means that the legislative procedures have to be taken which will establish the principles of justice, equality and fairness between men and women in rights and duties which will be accomplished within three outputs:

Output 1.1.: Draft laws / approved procedures for removing pockets of discrimination against women and accomplishing equality between men and women.

Output 1-2-: Competent governmental institutions for applying the laws and decisions related to women's rights.

Output 1-3-: Forming coalitions for mobilization of supporting dependence of legal frameworks / proposed procedures.

2- The Second Outcome: An Approved Qualitative Teaching Policy Applying Gender-based Equality

Requiring from girls not to drop out schools from the basic stages, therefore increasing joining them to secondary education and high education, expanding the compulsory education for the basic stage, activating requirements, this

needs to take procedures that ensures the generalization of gender cases in education curriculums, improving schools environment for girls in addition to provide their education requirements.

Output 2 -1 Proposed procedures to meet the shortcomings and consider the needs of girls in the schools in general and in the deprived and marginalized areas in particular and namely in the districts, sub-districts, villages and camps.

Output 2-2- Capacity building of teaching staff enhanced by gender mainstreaming and human rights in the education programs and curriculums.

Output 2-3- Developing software for updating special departments in female and gender studies in the public and private universities.

Output 2-4- Level of enhanced public opinion about compulsory and free education from a legal and rightful perspective.

3- The Third Outcome: A Policy of Reproductive Health through Certified Life Stages in the Kurdistan Region

The Ministry of Health seeks to provide the necessary needs which ensure the rights of citizens to enjoy the public health and reproductive health in particular which will be managed by the preventive, curative and rehabilitative institutions. It also works to deliver health care and spread health awareness. It seeks to establish a health system depending on health care as a basic pillar that ensures health services which meet needs and ensure enjoyment of rights through working for achieving integration between the public sector and the private sector.

Output 3-1- The priorities of the national strategy document for reproductive health for the years 2011-2015 updated from gender and human rights perspective.

Output 3-2- Covering with reproductive health services adapted to the standards of WHO.

Output 3-3- Capabilities of service providers supported, at least.

Output 3-4- A national campaign implemented for awareness and education of families and women on the importance of reproductive health services through audio, visual and printed means of cultural and media channels as well as social networks.

4- The Fourth Outcome: The Proportion of Women's Presence in the Labor Market is High between %12.9 and %23 during the Strategy Period

The required policy in this regard includes taking legislative and executive measures to create job opportunities and protection of working women. This includes the informal sector such as the agricultural sector and in the rural areas along with adopting strategies which support the integration of gender issues in the economy ministers as well as adopting policies which encourage the private sector for creating job opportunities for females where possible and namely for the poorest females.

Output 4-1- To make amendments for legislation and laws of work, retirement and investment proposed to grant women with incentives.

Output 4-2- To build capacities of a number of women and female institutions and associations technically for enhancing their abilities to enter the labor market in the public sector and the private sector.

Output 4-3- To build capacities of rural women developed for economically and socially empowering them at technical and institutional levels.

Output 4-4- To conduct campaigns and form coalitions with professional organizations, unions and institutions for encouraging women to affiliate to them and participate in their management.

Output 4-5- To increase the capacities of the Kurdistan women to create opportunities for completing the high study through taking advantage from the government program of capacity building.

5- The Fifth Outcome: A High Level of Women's Participation in Decision-making and Peace-building

Taking necessary measures for increasing women's participation in political issues requires working on the legislative, political and cultural levels as it needs changes in the infrastructure and practices that can enhance such participation.

Output 5-1- In reference to the UNSCR No. 1325, legal and legislative actions along with administrative measures proposed to raise a number of women in the positions of decision-making and policy development.

Output 5-2- To build capacity and skills of women for self-empowerment and leadership.

Output 5-3- To raise the awareness of community and women on the importance of their rights in taking leadership positions.

3. The Sixth Outcome: Institutions which Take Care of Women's Affairs Supported by Resources and Powers to Perform Their Tasks Effectively for Change

The development of governmental obligation towards gender issues requires taking measures to institutionalize gender issues in many professional development institutions and involving citizen in them through identifying the independent institutions which contribute to enhancing women in position as well as developing a list of them supported by sufficient resources and powers. It also requires building institutional and technical capacities inside the country and its various components to translate the commitment into policy approved and an action plan in all sectors and reality in the life of men and women in the community.

To ensure the success of this process, the institutions have to take responsibilities for the promotion of real pictures of women's roles in the family and community.

Output 6-1- The High Council of Women Affairs has powers and material resources and appropriate legality.

Output 6-2- The draft of the proposed frameworks and procedures to gender mainstreaming and institutionalization in various ministries.

Outcome 6-3- The plan of gender mainstreaming and institutionalization for capacity building in all ministries.

Output 6-4- An approved media action plan to promote the principles of equality and eliminate discrimination against women and the principle of women's participation in the public life.

3- Institutional Mechanisms for Implementation, Monitoring and Evaluation

1- Institutional Mechanisms for Implementation, Monitoring and Evaluation

2-

1-1- The High Council of Women Affairs

The High Council of Women Affairs was founded in 2010 as a reference taking care of women affairs in Kurdistan Region. It works for developing the status of women in cooperation and coordination with the official parties, NGOs, the concerned regional and international organizations and bodies. It also works for developing, monitoring and evaluating the policies, programs and laws related to women affairs, their development and human rights in general.

1-2- The Role of Governmental Sectors

The sector planning is a necessary procedure not only in specialty or tasks but for integrating and adopting the cause clearly in principles and expecting outcomes that can be fulfilled with allocating necessary budgets for implementation, monitoring and evaluation.

1-3- The Role of Elected Councils

The selected councils such as (parliament and the provincial councils) have essential roles in making policies and proposed procedures supported by allocating necessary budgets and monitoring their implementation.

1-4- The Role of Independent Bodies

The role of independent bodies particularly the independent body of human rights, the body of environment protection, and the body of investment, do not have less importance than other institutions in terms of activating the strategy implementation and monitoring.

1-5- The Role of Civil Society Organizations

The civil society organizations have a very important role in promoting the women awareness on their human rights and empowering them to claim that as an essential task. They also trust in the necessity of work for achieving justice, equality and liberty from traditional cultural pressures resulted from backwardness of the community. They also have to take care of gaining new expertise, consolidate self-confidence and take care of accomplishment and excellence.

More activities have to be conducted on the role of civil society organizations which are considered as main partners in defending women's rights and claiming to work for fulfilling actual equalities. This role has to be specified as follows:

- Participation in developing awareness programs and activities as well as advocacy campaigns;
- Building networks and coalitions for reformations, changes and advocacy issues;
- Participation in discussions related to the international recommendations on combatting all sorts of discriminations against women;
- Partnership in insurance of rehabilitating and enabling women whose rights have been violated;
- Integrating the issues related to citizenship and equality of rights between men and women;
- Encouraging the civil society organizations on supporting and funding projects for participating in the strategy implementation.

2-5- The Role of Cultural Institutions

The role of cultural institutions and the media of the public or the private sectors irrespective of their diversity and modes of expression is an essential role in combatting the discrimination that reduces the value of women's human rights and promoting different cultures currently talked about in the media and the community. The media and cultural institutions are considered

as main partners in the strategy implementation with other partners. The media men and media women are targeted in the field of supports and capacity building as well as participation in changing images of harmful sorts and traditions along with advocacy campaigns to gain support for change.

2- Follow-up and Evaluation Mechanisms

2-1- Provision of Baseline Information

The mechanisms of follow-up and baseline information, providing information and data necessary to activate the follow-up processes and help those in charge of implementing the strategy and decision-makers to develop a plan follow-up and ensure the execution paths through the reports that are periodically prepared in order to straighten out the path in case of lag and slowness in execution as a result of the increasing risks for the implementation process.

2-2- Institutional Structure

The coordination and cooperation between the High Council of Women Affairs with governmental and non-governmental sectors is the main factor for the constitution of follow-up and evaluation process for the status of Kurdistan's women in general and achieving strategic goals specifically.

No strategy can be executed without an institutional structure capable to monitor and evaluate achievements and diagnose defects in the implementation taking into consideration the following:

a- The necessity of effective and transparent cooperation between all institutions of the Region- with clarity and responsibility - and civil society organizations, especially female ones;

b- Internationally, advantage should be taken of the expertise and funds that can be obtained;

- c- Providing a rational management for the strategy with financial, administrative and technical powers; and to fit the necessity of strategy.
- d- Capacity building of officials for implementation and follow-up with monitoring and evaluation of the strategy.
- e- Forming a higher committee in the High Council of Women Affairs with affiliation of representatives of the ministries and parties concerned to activate and follow up the implementation of the strategy with the participation of a number of experts; and
- f- Strengthening a network to monitor the implementation of the strategy from representatives of feminist movement and specialists in gender issues, and representatives of human rights organizations and the media.

2-1- Development of Monitoring and Evaluation System

Development of a system for monitoring and evaluating the provision of appropriate means is required, such as:

- a- A database fed by government sectors and civil society organizations;
- b- Developing a regulatory framework to monitor the implementation of policies and action plans concerned and the evaluation of the results;
- c- Based on A and B, a comprehensive report is issued on the status of women, gender and human rights, including violence against women, published annually, following a national and local campaign at the beginning and then every two years thereafter. The report can also be a frame of reference for strategic planning on the one hand and to prepare the international reports that are expected to be provided by Iraq on a regular basis as part of its international obligations (CEDAW report, Beijing, Cairo ...).

Strategy Implementation Indicators

The following series of indicators can be proposed to follow-up plan with the possibility of testing and reviewing them upon developing a follow-up plan, evaluation and starting the implementation of the strategy:

Number of meetings of the Higher Committee for the Development of Women in the Kurdistan Region, the Executive Office, as well as parallel formations in the ministries and the outputs of those meetings in reports and participation rates;

- number of plans approved;
- number of activities in the annual plans that have been implemented;
- number and quality of courses that have been implemented and the number of trainers as per each sector compared to what was programmed;
- number of the media awareness campaigns carried out according to the plan;
- number of studies, researches and reports issued; and
- evaluation indicators should measure performance and track and allow the indicators developed to measure the highest levels of change compared to the ambitions of the strategy (see the follow-up and evaluation matrix in Annex 1).

3- Mechanisms of Cooperation, Coordination and Implementation

3- Framework and Conditions for the Formation of Mechanisms

The formation of mechanism of cooperation and coordination takes the following dimensions and considerations:

- Participation of all the parties that contributed to the preparation of the strategy and in the process of implementation, monitoring and evaluation within the role and potential of each institution;

- flexibility in the implementation process and follow-up as much as possible and stay away from aggravating centralism which can hinder the implementation process;
- adoption of a program for capacity building of the governmental institutions and civil society organizations that will engage in the application of the strategy in order to unify the vision, concepts and methods;
- formation of the Supreme National Commission for the Development of Women in the Kurdistan Region; and
- formation of the Executive Office for Women's Development in the Kurdistan Region.

2-2- Higher Committee for the Development of Women in the Kurdistan Region and equality achievement of both genders:

3-2-1- Membership

Under the leadership of the High Council of Women Affairs, this committee is composed of representatives of the Ministry of Planning, the Ministry of Finance, the Ministry of Interior, the Judicial Council, the Ministry of Agriculture, the Ministry of Justice, the Ministry of Health, the Ministry of Education, the Ministry of Labor and Social Affairs, the Ministry of Higher Education and Scientific Research, the Ministry of Culture, the Independent Commission for Human Rights, the Commission of Environment, the Committee for Defending the Rights of Women in Parliament, the Region Presidency as well as representatives of civil society organizations.

Representatives of international organizations and local experts (international experts if their participation necessitated) are main partners in the formation of this committee .

3-2-2- Tasks

- General supervision of the strategy implementation and follow-up;

- adoption of the annual action plan in coordination with all concerned parties;
- identifying the functions of main parties in implementation of the action plan;
- procurement of the necessary financial resources for the implementation of activities according to the action plan;
- following-up the implementation of annual plan in the frame of strategic plan
- semi-annual and annual meetings for following-up the strategy implementation;
- participating in the follow-up process and supporting the assessment without participating in it to ensure the impartiality and objectivity; and
- Participate in the development of a new strategy for the development of women coincide with the completion of this strategy.
- following-up the implementation of work plan in the frame of strategic plan

3-3- Executive Office for Women's Development in the Kurdistan Region

3-3-1- Membership

This office consists of representatives of the Ministry of Planning and the Ministry of Finance in addition to local experts led by the High Council of Women Affairs to carry out the tasks entrusted to it.

3-3-2- Tasks

- Adoption of a training program for capacity building of government and non-governmental institutions to apply the strategy;
- mobilizing and lobbying activities to support the strategy;

- preparing reports and providing information that will help to write the official reports for the international conventions and periodic follow-up reports of the programs and activities carried out by government institutions;
- development of the annual work plan for the strategy, development and modification when needed and submit them to the Supreme National Body for approval in the Region;
- budget preparation necessary for the implementation of activities outlined in the work plan and submit it to the Supreme Body to provide the financial resources necessary to support the implementation and coordination;
- adopting the agenda of the Committee, including periodical and the date of their meetings: the Executive Office hold monthly and bi-monthly meetings for the purpose of following-up and evaluating the progress of activities and events planned in the strategy, after their approval;
- following up the implementation of the annual work plan in the context of the Strategic Plan; and
- Preparing periodic reports on implementation and follow-up of programs and activities in the framework of sectorial plans (government institutions and civil society organizations) in the Kurdistan Region.

ANNEXES

ANNEX I

FROM ANALYSIS & IDENTIFICATION OF RESULTS SERIES TO RESULTS MATRIX

Results Matrix

Impact	After 10 years, Kurdistan women will be empowered to enjoy their human rights
Outcomes	Outputs
Outcome 1: Legislative and legal environment in line with the principles of human rights and international treaties	Output 1-1- Draft laws / procedures certified to remove pockets of discrimination against women and achieving equality between men and women, including the women's rights of other religious minorities
	Output 1-2- Specialized government institutions eligible for the application of laws and decisions on women's rights
	Output 1-3- Alliances formed to rally support for the adoption of legal frameworks / procedures proposed
Outcome 2: Quality accredited educational policy applying gender equality approved	Output 2-1- Proposed actions to meet the shortfall and taking into account the needs of females in girls' schools in the deprived and marginalized areas particularly districts, sub-districts and rural areas
	Output 2-2- Enhanced the capacity of teaching staff in order to integrate gender and human rights in the education

	programs and curricula
	Output 2-3- Developed programs for the development of specialized departments in women's studies and gender in public and private universities
	Output 2-4- The level of public awareness enhanced about the compulsory and free education from a legal and human rights perspective
Outcome 3: Reproductive health policy through the stages of life are supported / disabled in the Kurdistan Region	Output 3-1- The priorities of the national strategy document on reproductive health for the years 2011 - 2015, updated including a perspective of gender and human rights
	Output 3-2- Enhanced capacity of service providers (at least) in (4) components of reproductive health
	Output 3-3- Coverage of reproductive health services adapted to the standards of the World Health Organization expanded in reproductive health centers.
	Output 3-4- Implementing a national campaign to inform and educate women and families about the importance of reproductive health services

	through the educational channels and printed and audio-visual media and social networks
Outcome 4: Proportion of the presence of women in the labor market, up from 12.9% to 23%	Output 4-1- Amendments to the legislation and laws on work, retirement, proposed reproductive to offer encouragement motivation for women/amended.
	Output 4-2- Increasing the capacity of women and women's organizations and societies built artistically to enhance their entry into the labor market, in the public sector and the private sector
	Output 4-3- The capacity of rural women to enable them developed economically and socially on technical and institutional levels
	Output 4-4- Campaign executed and built alliances with organizations and professional associations and institutions in order to ensure the women's participation in their membership and management
	Output 4-5- Increase of the Kurdistan women's capacity in providing opportunities to complete higher studies by

	taking advantage of the government's program on capacity building
Outcome 5: Women's participation level in the positions of decision-making and peace-building	Output 1- According to the Security Council Resolution 1325, legislative and legal actions and administrative measures proposed to raise women's number in the positions of policy-making and decision-making by not less than 40% in the elected councils and governmental institutions on the one hand, and not less than 45% in parties and civil society organizations on the other hand
	Output 5-2- Women's capabilities and skills based on self-empowerment and leadership
	Output 5-3- A high awareness level of women and the community about the importance of women's rights in taking leadership positions
Outcome 6: Institutions concerned with women's affairs supported by resources and powers to allow them perform their functions effectively influencing the change	Output 6-1- The High Council of Women Affairs has appropriate powers and material and human resources
	Output 6-2- Draft framework and proposed actions for gender mainstreaming and institutionalization in the

	development planning and budget in the various ministries
	Output 6-3- Platform of gender integration and institutionalization developed to build the capacities in all ministries
	Output 6-4- A media plan approved to promote the principles of equality and eliminating discrimination against women and the principle of women's participation in the public and private life

ANNEX II

**FROM RESULTS MATRIX TO IDENTIFICATION
OF THE ROLE OF PARTNERS AND TARGET
GROUPS**

Impact	After 10 years, Kurdistan women will be empowered to enjoy their human rights
Outcomes	Outcome 1: Legislative and legal environment in line with the principles of human rights and international treaties
Outputs	Output 1-1- Draft laws / procedures certified to remove pockets of discrimination against women and achieving equality between men women, including women's rights of other religious minorities
	Output 1-2- Specialized governmental institutions eligible for the application of laws and decisions on women's rights
	Output 1-3- Alliances built to rally support for the adoption of legal frameworks / procedures proposed
Role of Partners	Visualization and planning at the regional level and in every sector concerned, financing and implementation with follow-up and evaluation according to the plan with respect to the results drawn in the field and their impact on the target group The High Council in cooperation and coordination with the concerned ministerial sectors and partner organizations, particularly; the Ministry of Justice
Target Groups institutional	The judiciary and lawyers and experts Parliament and Council of Ministers Non-governmental Decision-makers on the average level Media institutions and cultural centers
Funding Source	Government International Partners

	Local Financers
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Outcomes	Outcome 2: Quality accredited educational policy to apply gender equality
Outputs	Output 2-1- Proposed actions to fill the gaps and taking into account the needs of females in schools and other educational institutions, especially in the deprived and marginalized areas, namely in the districts, sub-districts and rural areas
	Output 2-2- Capacity of teaching staff, including higher education enhanced to integrate gender and human rights in the educational programs and curricula
	Output 2-3- A developed program for updating specialized departments in women's studies and gender in government and private universities
Role of Partners	<p>Visualization and planning at the regional level and in every sector concerned, financing and implementation with follow-up and evaluation according to the plan with respect to the results drawn in the field and their impact on the target group</p> <p>The High Council in cooperation and coordination with the concerned ministerial sectors and partner organizations, that is to say, the Ministry of Education, the Ministry of Higher Education and Scientific Research, the Ministry of Planning and the Ministry of Finance</p>
Target Groups institutional	<p>Girls and women</p> <p>Parliament, Council of Ministers</p> <p>Schools, and universities</p> <p>Local administrative authorities</p>

	<p>Women's associations and human rights organizations</p> <p>Media and cultural institutions</p> <p>Experts</p>
Funding Source	<p>Government</p> <p>International Partners</p> <p>Local Financers</p>

Outcomes	Outcome 3: Reproductive health policy through the stages of life supported / disabled in the Kurdistan Region
Outputs	Output 3-1- Priorities of the national strategy document on reproductive health for the years 2011 - 2015, including an updated perspective of gender and human rights
	Output 3-2- Coverage of reproductive health services adapted to the standards of the World Health Organization expanded in reproductive health centers
	Output 3-3- Enhanced capacity of service providers (at least) in (4) components of reproductive health
	Output 3-4- Implementing a national campaign to inform and educate women and families about the importance of reproductive health services through printed-audio-visual cultural and media channels and social networks
Role of Partners	<p>Visualization and planning at the regional level and in every sector concerned, financing and implementation with follow-up and evaluation according to the plan with respect to the results drawn in the field and their impact on the target group</p> <p>The High Council in cooperation and</p>

	coordination with the concerned ministerial sectors, partner organizations, that is to say, the Ministry of Education, the Ministry of Higher Education and Scientific Research, the Ministry of Planning and the Ministry of Finance
Target Groups institutional	Women and men Young people of both sexes Parliament, Council of Ministers Health system branches and specializations Providers of health services Experts Women's professional and human rights associations and organizations (health, family planning, AIDS) ... Media and cultural institutions
Funding Source	Government International Partners Local Financers

Outcomes	Outcome 4: Proportion of women's presence in the labor market, up from 12.9% to 23%
Outputs	Output 4-1- Amendments of legislation and laws on work, retirement and investment to ensure greater participation of women in the labor market (Quota system at work in the public sector)
	Output 4-2- Capacity building of women and women's organizations and societies built artistically to promote their entry into the labor market, in the public sector and the private sector
	Output 4-3- Capacity building of the rural women to enable them developed economically and socially on technical and institutional levels

	Output 4-4- A campaign executed and alliances built with professional organizations, unions and institutions in order to ensure the participation of women in their membership and management
	Output 4-5- To ensure that the Kurdistan women benefit from the government's program on capacity building to complete higher studies
Role of Partners	<p>Visualization and planning at the regional level and in every sector concerned, financing and implementation with follow-up and evaluation according to the plan with respect to the results drawn in the field and their impact on the target group</p> <p>The High Council in cooperation and coordination with the concerned ministerial sectors, partner organizations, that is to say, the Ministry of Education, the Ministry of Higher Education and Scientific Research, the Ministry of Planning and the Ministry of Finance</p>
Target Groups institutional	<p>Women and men</p> <p>Young people of both sexes</p> <p>Parliament, Council of Ministers</p> <p>Professional and training Institutions</p> <p>Lending institutions</p> <p>Women's professional and human rights associations, organizations and unions)</p> <p>Experts</p> <p>Media institutions and cultural</p> <p>Media and cultural institutions</p>
Funding Source	<p>Government</p> <p>International Partners</p> <p>Local Financers</p>

Outcomes	Outcome 5: women's participation in decision-making positions during peace
Outputs	Output 5-1- According to the Security Council Resolution 1325, legislative and legal actions and administrative measures proposed to raise women's number in the positions of policy-making and decision-making by not less than 40% in the elected councils and governmental institutions not less than 45% in parties and civil society organizations
	Output 5-2- Women's capabilities and skills based on self-empowerment and leadership
	Output 5-3- A high awareness level of women and the community about the importance of women's rights in taking leadership positions
Role of Partners	Visualization and planning at the regional level and in every sector concerned, financing and implementation with follow-up and evaluation according to the plan with respect to the results drawn in the field and their impact on the target group The High Council in cooperation with ministerial sectors concerned partner organizations, that is to say, the Ministry of Education, the Ministry of Higher Education and Scientific Research, the Ministry of Planning and the Ministry of Finance
Target Groups institutional	Political parties Non-governmental human rights organizations Decision-makers on the average level Experts
Funding Source	Government International Partners

Outcomes	Outcome 6: Institutions concerned with women's affairs supported by resources and powers that allow them to perform their functions effectively influencing change
Outputs	Output 6-1- The High Council of Women Affairs has appropriate powers and material and human resources
	Output 6-2- Draft framework and proposed actions for gender mainstreaming and institutionalization in the development planning and budget in the various ministries
	Output 6-3- Platform of gender integration and institutionalization developed to build the capacities in all ministries and government institutions
	Output 6-4- A media plan approved to promote the principles of equality and eliminating discrimination against women and the principle of women's participation in the public and private life
Role of Partners	Visualization and planning at the regional level and in every sector concerned, financing and implementation with follow-up and evaluation according to the plan with respect to the results drawn in the field and their impact on the target group The High Council in cooperation and coordination with partner organizations, that is to say, the Ministry of Education, the Ministry of Higher Education and Scientific Research, the Ministry of Planning and the Ministry of Finance
Target	Women in all stages of their lives and in all

Groups institutional	places available Parliament and ministerial sectors concerned Political parties Non-governmental human rights organizations Decision-makers on the average level Experts Media and cultural institutions
Funding Source	Government International Partners Local Financers

ANNEX III

FROM RESULTS MATRIX TO IDENTIFICATION OF MONITORING AND EVALUATION FRAMEWORK

Outcomes	Purpose: After 10 years, the Kurdistan women will be able to enjoy their human rights
Indicators (Baselines)	<p>Improving the ranking of (Kurdistan), according to the guide of differences between both sexes</p> <p>Dropout rate of girls in education had decreased to 80%.</p> <p>Decrease in the rate of maternal mortality by a quarter in the period between 2014-2024 to 15%.</p> <p>Decrease in the mortality rate of children under the age of five by one third in the period between 2014-2024</p> <p>Decrease in the poverty rate among women from 10% to 3% during the period of the strategy</p> <p>Decrease in the unemployment rate among women from 34.4% to 10% is to say one third during the strategy period 2014-2024</p>
Verification Sources	International and regional reports, surveys and national and sectorial databases
Risks and Assumptions	<p>Provision of political will and community support for the development and empowerment of Kurdistan women</p> <p>International trends and national policies on women's human rights</p> <p>The potential positive effect on the development</p> <p>Availability of financial and human resources to implement the strategic outcomes and outputs</p> <p>The deterioration of political stability</p> <p>Changing priorities at the level of the Region for internal or external reasons</p>

Outcomes	Outcome 1 : A Legal and legislative
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	environment in line with the principles of human rights and international treaties
Indicators (Baselines)	<p>A number of laws adopted to ensure non-discrimination against women and equality of man - woman (anti-trafficking and anti-prostitution law, social security, polygamy and inheritance)</p> <p>Preventing the marriage contract of the population in the Kurdistan Region in courts outside the Region in order to reduce the phenomenon of polygamy</p> <p>Preventing marriage and divorce out of court</p> <p>A number of legal texts published in the Gazette</p> <p>A competent court for domestic violence in all governorates of the Region</p> <p>Raising the level of male and female supporters for women's human rights</p> <p>Increasing the number of the women who are ready to claim their rights</p> <p>A number of women's complaints before the courts to claim their rights</p>
Verification Sources	<p>National and international documents of laws and human rights</p> <p>Gazette</p> <p>Reports of Government / Parliament</p> <p>Newspaper articles</p>
Risks and Assumptions	<p>The Parliament and the Regional Government of Kurdistan take into consideration the observations and criticisms addressed to them by the international organizations and the United Nations bodies on human rights</p> <p>The presence of organizations, civil society, active women organizations to press on the Parliament</p> <p>The presence of governmental and non-governmental parties that provides draft laws to</p>

	<p>ensure the achievement of equality and non-discrimination against women</p> <p>Presence of a desire by the segments of the society to raise the level of Kurdistan to the developed and democratic countries in the world</p> <p>Difficulty to persuade the Parliament Presidency to draft advocacy laws for women as a priority in its agenda</p> <p>The presence of some parliamentarians who are not convinced with the issues of equality between men and women</p> <p>The existence of political differences between the parliamentary blocs, especially the opposition and the authority to reject some of the projects that offer by the other party.</p> <p>A part of the religious actors do not accept the new laws issued in favor of women and hinder their application because they think that such laws will limit their powers</p>
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Outcomes	Output 1-1- Draft laws / procedures certified to remove pockets of discrimination against women
Indicators (Baselines)	<p># Laws which have been reviewed</p> <p># Drafts of laws which have been prepared</p> <p># Institutions which have been informed of the drafts</p> <p>Adoption of the document list (% alliance members and from male and female experts in the field)</p> <p>A document to the draft law/procedure adopted technically and strategically</p> <p># Allies who endorsed the drafts / proposed reforms</p>
Verification	Documentation of proposed laws

Sources	Meeting reports
Risks and Assumptions	<p>Possibility of amendments to the laws according to the circumstances and needs</p> <p>Support of international and local organizations to legislative and executive institutions to propose laws in support of women</p> <p>There is a common experience among women in the various political parties in the past</p> <p>Provision of technical expertise and financial resources</p> <p>Opposition of dark forces and some of the religious men against the amendments as against Islamic law</p> <p>Difficulty of accepting the competition principle between men and women within political parties by men</p>

Outcomes	Output 2-1- Specialized government institutions competent for the application of laws and decisions on women's rights
Indicators (Baselines)	<p># The quality of competent institutions</p> <p># Regulations and application frameworks</p> <p># Special issues of women's rights offering for processing</p>
Verification Sources	
Risks and Assumptions	<p>The beginning of the formation of a competent court for issues of domestic violence in some provinces</p> <p>Existence of a competent government institution working on women's issues for coordination among the relevant authorities to implement laws</p> <p>Willingness of civil society organizations and international organizations for coordination with government institutions to implement laws</p>

	<p>Weak digestion of the importance of the implementation of these laws for the development of the community by some executive parties that have authority</p> <p>Ease of circumventing the law because of the weakness of mechanisms for process control and inspection to prevent a marriage outside the courts of the Region as a step to reduce polygamy</p> <p>Lack of qualified and faithful legal cadres and judges to this change</p> <p>Lack of adequate financial resources to work on the implementation of these laws</p>
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Outcomes	Output 3-1- Alliances built to rally support for the adoption of legal frameworks / procedural proposed
Indicators (Baselines)	<p># Alliances built and the number of organizations involved in them.</p> <p>A list of the members of the Alliance / s</p> <p>Document of the bylaws and the adoption of the goals of the campaign</p> <p>Document of the work plan</p> <p>Coordination Committee between the Government and civil society organizations to educate the community about the law of international treaties and conventions on the rights of women</p> <p>An action plan for community awareness about the legal rights for women</p>
Verification Sources	<p>Meeting reports</p> <p>Newspaper articles</p>
Risks and Assumptions	<p>Experience of coordination between government institutions and non-governmental organizations</p> <p>The presence of many media institutions and provision of possibility to exploit the gender</p>

	<p>issues</p> <p>The existence of a government institution for women's affairs</p> <p>Obtaining the support of civil society organizations, political parties and other sectors</p> <p>Non-allocation of a sufficient budget</p> <p>Awareness programs of the civil society organizations focus more on the urban centers</p> <p>The refusal of some organizations and political parties to enter into alliances.</p>
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Outcomes	Outcome 2: Quality accredited educational policy to apply gender equality approved
Indicators (Baselines)	<p>Educational policy with civil foundations based on the principles of democracy and human rights</p> <p>Teaching and educational curricula sensitive to gender equality in all study stages</p> <p># New schools in the districts, sub-districts and rural areas</p> <p># Girls who are beneficiaries of scholarships</p> <p>Procedures supported by positive discrimination in career and vocational guidance for girls to join the higher studies and technology by 40%</p> <p>% of applications in scientific and technical specialties</p> <p>% enrollment of girls to boys in secondary education</p> <p>Decrease in illiteracy rate among women and girls from ... to ...</p>
Verification Sources	<p>Regulations of the Ministry of Education</p> <p>International, regional and national statistics and reports</p> <p>National and sectorial surveys and databases</p>
Risks and Assumptions	Existence of the Compulsory Education Law, which can be modified to include the

	<p>preparatory stage, too</p> <p>Decrease in the phenomenon of non-enrollment and school dropout in the Kurdistan society</p> <p>Attention of the Kurdistan Regional Government to education sector and the adoption of certain amendments in the curricula in the past years</p> <p>Provision of schools adequately to embrace girls in the secondary education.</p> <p>Provision of sufficient financial resources for building new schools and provision of other resources (transportation means, scholarships ...)</p> <p>Existence of organizations and bodies which advocate the rights of women and girls in the Region.</p> <p>School dropout of girls is not prioritized in attention</p> <p>Low awareness of families about the importance of educating girls to complete their education</p> <p>Non-empowerment of girls to impose their will in education</p> <p>Prevalence of early marriage</p> <p>Difficulty in responding to the new policy and commitment by educational institutions</p> <p>Lack of cooperation by school administrations and the teachers.</p>
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Outcomes	Output 2-1- Proposed procedures to meet the shortage and taking into consideration the needs of girls in girls' schools in deprived and marginalized areas particularly in districts, sub-districts and rural areas
Indicators (Baselines)	<p>% Girls' drop out of school at the primary and secondary stages</p> <p>A list of proposals to remove obstacles of girls' enrollment in schools</p>

	<p>Research instrument and an action plan to take into account the practical and strategic gender needs in the planning for schools, particularly ; in the districts, sub-districts and rural areas</p> <p>Draft law/ procedure for allocating scholarships for girls</p>
Verification Sources	<p>Document of the evaluation study on the number and the reasons for girls' drop out of school at the primary and secondary stages</p> <p>Document of proposals</p> <p>Purpose surveys</p>
Risks and Assumptions	<p>Existence of responsible institutions</p> <p>Ability to identify the needs of girls accurately</p> <p>Availability of sufficient financial resources for construction of new schools.</p> <p>Lack of cooperation by school administrations and the teachers in activating such procedures.</p>

Outcomes	<p>Output 2-2- Enhanced the capacity of teaching staff for gender mainstreaming and human rights in the education programs and curricula.</p>
Indicators (Baselines)	<p>A list of the members of the Committee of Experts and Specialists in the field of education and gender</p> <p>Number of revision curricula</p> <p>A list of proposed amendments to the curricula</p> <p>Number of advocacy to gain support, conferences and media campaigns to create an appropriate environment to support amendments</p> <p>Curriculum documents of human rights and civic education and national education amended to non-discrimination between both sexes and accepting the other</p> <p>The training program (content and schedule)</p> <p>Number of training courses for teaching staff</p> <p># Qualified teaching staff about the basic</p>

	concepts of gender for women's human rights and integration skills
Verification Sources	<p>Study curricula</p> <p>Assessment of the needs of teaching staff</p> <p>Assessment of post training integration skills</p> <p>Ante and post assessment of a sample from schools (teaching family, administration and pupils)</p>
Risks and Assumptions	<p>Existence of coordination between the High Council of Women Affairs and the Ministry of Education and a number of local and international organizations concerned to work on amendments.</p> <p>Existence of a human rights approach and civic education within the education curriculum in the Region</p> <p>Positive results for the private and typical schools with high quality education according to the international standards to stimulate change and modification of curricula</p> <p>Difficulty in responding to the capacity building program and a commitment to gender mainstreaming and human rights</p> <p>Lack of cooperation of schools administrations and teachers to contribute to the training programs and the integration of information and skills in education and practices.</p> <p>Inability to train all cadres of teaching staff</p> <p>Lack of specialized personnel for training in the field of gender</p> <p>Lack of local expertise and efficiencies specialized in curriculum development</p> <p>Lack of necessary financial resources</p>
Outcomes	Output 2-3- Software developer for the development of specialized sections in female

	studies and gender in public and private universities
Indicators (Baselines)	<p>A list of members of the Committee in the Ministry of Higher Education and institutions working in this area and supervising it</p> <p>Document of identification and analysis of situation of technical and institutional needs and studies available</p> <p>List of successful experiences in the region and lessons learned</p> <p>Document of a pilot project for a specialist section in Female Studies and Gender</p> <p>An action plan for the integration of the specialized section and tested at the university for a period of 3 years</p> <p># Eligible teaching staff faculty members at universities in this area</p> <p># Eligible teaching staff at universities in this regard</p> <p># Students who participate in the capacity building programs to complete their studies in the field of gender in the scientific universities</p>
Verification Sources	<p>Preliminary studies on researches and studies of women, gender and universities concerned</p> <p>Conducting researches on successful experiences and lessons learned</p>
Risks and Assumptions	<p>Interest in the Kurdistan Region and the world as a whole in women's issues and gender because of their relationship with human rights and their impact on development and its pivots for the human, social and anthropological sciences</p> <p>Simple experiments in this area in a small number of universities</p> <p>Lack of cooperation from the administrations and professors of universities to contribute to</p>

	<p>the proposed reforms</p> <p>Lack of necessary financial, human and technical resources</p> <p>Concentration of private universities to open departments required by the labor market</p>
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Outcomes	Output 2-4- The level of public awareness enhanced about the compulsory and free education from a legal and human rights perspective
Indicators (Baselines)	<p>Informational materials about the compulsory and free education from a legal and human rights perspective</p> <p>% target of awareness-raising activities among the groups concerned</p> <p>Number of representatives of authorities in the Region including the education sector who contributed to the campaign</p> <p>Awareness level about the importance of girls' education</p>
Verification Sources	<p>Preliminary studies on the knowledge of the public at large on the right to education, compulsory and free education</p> <p>Finalized studies to measure the change in the level of awareness</p>
Risks and Assumptions	<p>Students and their families to recognize the importance of free education and the ability to claim it</p> <p>Lack of acceptance of the new policy by some extreme and backward parties and social beliefs prevailing in the community</p>

Outcomes	Outcome 3 : Reproductive health policy through the stages of life supported / disabled in the Kurdistan Region
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Indicators (Baselines)	<p>National strategy for maternal, child and reproductive health for the years 2011-2015 certified as a strategic platform</p> <p>Deliveries under the supervision of qualified personnel (doctor - nurse - midwife)</p> <p>Increasing the proportion of government spending on health, especially reproductive health programs</p> <p>The rate of use of family planning methods from 50% to 70% and get a source of government health centers from 4.7% to 25%</p>
Verification Sources	<p>Regulations of the Ministry of Health</p> <p>International, regional and national statistics and reports</p> <p>Purpose surveys</p>
Risks and Assumptions	<p>Strategy document developed by national and international experts based on the results of the field survey which is adequate for almost all the requirements of women with the support of international organizations</p> <p>Existence of the High Council of Women Affairs</p> <p>Civil society organizations interested in these issues</p> <p>Availability of adequate physical and human resources to implement the strategy</p> <p>The percentage of spending on the health sector of total government expenditure raised from 4.97% in 2008 to 5.77% in 2012, but the remaining allocations in all cases, relatively few and inadequate in comparison with the recommendations of the World Health Organization, which indicate that developing countries spend about 34 U.S. dollars per capita in the field of health care.</p> <p>Some of the sectorial ministries do not adopt the</p>

	<p>strategic activities</p> <p>Presence of other interests and priorities</p> <p>Not to increase the annual financial allocations in the federal budget for the implementation of the plan</p>
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Outcomes	Output 3-1- National Strategy for reproductive health updated from the perspective of gender and human rights.
Indicators (Baselines)	The draft strategy based on the developed action programme Action plan for services
Verification Sources	Regulations of the Region Government and the Ministry of Health
Risks and Assumptions	<p>Strategy based on the principles of human rights, women's rights and children as stipulated in the national and international treaties</p> <p>Availability of civil society organizations</p> <p>A strategy is not adopted</p> <p>Difficulty of application because of lacking technical capacity and some false beliefs</p> <p>Lack of human capacity to ensure conduct calendar.</p>

Outcomes	Output 3-2- Enhanced capacity of service providers in (4) components of reproductive health (at least).
Indicators (Baselines)	<p>Training materials, manuals and guidance for integration</p> <p>Number of health centers involved in the programs</p> <p>Number of qualified medical staff according to geographical distribution covering most of the near and remote health centers</p> <p>Mandatory document for work of trainees at sites that have been trained</p>

Verification Sources	
Risks and Assumptions	<p>Availability of material and human resources necessary for the implementation of capacity building programs</p> <p>A large number of medicine colleges and health institutes in the Kurdistan Region</p> <p>Sections of training and continuing education in the structure of health services</p> <p>Interaction of the health staff with capacity building programs</p> <p>Not possible to train a sufficient number of service providers, especially in the remote areas</p> <p>Failure to respond to participate in the training course by some health workers under the pretext of administration or experience as a result of long service</p> <p>Decline in the practical ability for health services by workers with non-professional status catalyst (fans), especially for women to work in the remote and rural areas</p> <p>Shortages in health and medical staffs particularly women in suburbs, rural and remote areas</p>

Outcomes	Output 3-3- Coverage of reproductive health services adapted to the standards of the World Health Organization expanded in reproductive health centers
Indicators (Baselines)	<p>Number of centers that have benefited from capacity building in reproductive health services</p> <p>Number of centers that incorporated regulations and reproductive health services</p> <p># Primary health care centers that provide reproductive health services which remarkably increased.</p>

	<p>Increasing the rate pregnant women who receiving prenatal care 50-60%</p> <p>% coverage of family planning services with 60% by 2015</p> <p># Tests for the detection of breast cancer from 10217 to triple</p>
Verification Sources	
Risks and Assumptions	<p>Provision of technical and material capabilities with support of the specialized UN agencies (United Nations Fund for Population, the UN Children's Fund and World Health Organization) increase the support of the United Nations for women</p> <p>Existence of the strategic action plan for the first five years</p> <p>Decrease in institutions (hospitals, main and branch health centers) which provides health services in general and reproductive health in particular because of the deterioration of the basic health infrastructure</p> <p>Relative variation in the distribution of health services and specialized medical staffs between urban and rural areas (the governorate center and the suburbs)</p> <p>A lack of equipment and means of action of reproductive health programs because of limited supply or interrupted essential medicines and equipment necessary for the provision of services in health centers particularly those with birth halls</p> <p>Traditional beliefs and practices (early marriage and pregnancy, weak demand for care services and pregnancy follow-up, modern contraception and following the old popular treatments</p> <p>Lack of women's awareness on the importance</p>

	of access to reproductive health services.
Outcomes	Output 3-4- National campaigns implemented for families and women's awareness and education about the importance of reproductive health. Through the media and cultural channels visual, audio, printed and social media.
Indicators (Baselines)	Informational materials serving different target groups using a variety of channels and means Necessary resources for the Department of Health Education to perform its duties # Diversity and quality of informational materials (benefits of family planning, information about the dangers of sexually transmitted diseases and prevention, including HIV / AIDS, the importance of follow-up after pregnancy, breastfeeding, women's health in all stages of their lives for the prevention of maternal mortality, breast cancer and cervical uterus ...) # Awareness campaigns about public health and reproductive health # Target groups of (men, women, youths ...) and institutions (media, school ...) % of women attended for the first time.
Verification Sources	
Risks and Assumptions	Existence of awareness programs and public health education to promote women's health Allocation of necessary resources for activating the Department of Health Education Presence of a large number of media, newspapers, magazines and civil society organizations and the likelihood of their interaction with the campaign. Presence of governmental media channels

	<p>Weak participation of civil society organizations and the media caused by the weakness of health awareness</p> <p>Media awareness production costs, a lack of resources and capabilities in the Ministry</p> <p>Continued adherence to traditional community values about childbearing and marriage</p>
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Outcomes	Outcome 4: Proportion of women's presence in the labor market has raised from 12.9% to 23%
Indicators (Baselines)	<p>Number of adopted laws that provide incentives for women</p> <p>% employment opportunities open to women</p> <p>Allocation of 30% for women to get job opportunities within the total job opportunities allocated to government institutions in the Region</p> <p>Allocation of 25% of the capacity-building programs for women</p> <p>% women beneficiaries of loans</p> <p># Small and medium economic projects for businesswomen</p> <p>Percentage of women in the private sector with working female job-protected and payment</p> <p>Databank on available opportunities and modes of economic empowerment of women</p>
Verification Sources	<p>Regulations of the Ministry of Labor and Social Affairs</p> <p>International and regional statistics and reports</p> <p>Purpose surveys</p>
Risks and Assumptions	<p>Improving the performance of the national economy and increasing employment opportunities in the private sector</p> <p>Traditional prevailing culture for women's work in economic activities and reduced contribution in the private sector because of the values and</p>

	<p>traditions that define their roles in this regard</p> <p>Continuing stereotypes of women's roles and their abilities to work which drag them from the institutional practices</p> <p>Family preference for the work of women in government jobs</p> <p>The inability of girls / women to complete university study or enter the specialties needed by the labor market</p> <p>Council Ministers / Parliament do not approve draft laws and decrees</p>
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Outcomes	Output 4-1- Amendments of legislation and the laws about work, retirement and investment proposed for granting incentives to women.
Indicators (Baselines)	<p>Number of laws that have been reviewed</p> <p>Number of draft laws that have been prepared</p> <p>Number of institutions that have been informed of the drafts</p> <p>Adoption of the document list (% alliance members and experts in the field) for the draft law / procedure adopted technically and strategically</p>
Verification Sources	<p>Laws and systems</p> <p>Regulations of the Ministry of Labor and Social Affairs</p> <p>International, regional and national statistics and reports</p> <p>Purpose surveys</p>
Risks and Assumptions	<p>Availability of human and financial resources to conduct audit</p> <p>Lack of response by partners and representatives of economic institutions and unions to audit findings and proposed reforms</p>

Outcomes	Output 4-2- Capacity of women and female institutions and societies established artistically to enhance women's entry into the labor market, in the public sector and the private sector.
Indicators (Baselines)	<p>Training various programs of (modern technology in business administration, product development, marketing and communication ...)</p> <p>Specialized gags of training and evidence for establishing economic projects of various sizes</p> <p># Institutions and women's associations able to train women</p> <p>Number of qualified women to enter the labor market</p> <p>Number of women with special needs qualified for businesses appropriate to their abilities</p> <p>High number of women specialists in various fields</p> <p>Draft design of economic projects</p> <p>Number of projects proposed for funding</p> <p>Number of periodicals and publications on women</p>
Verification Sources	<p>Studies and statistics available</p> <p>Statistics and data for research purposes (Positive and negative)</p> <p>List of specialized associations and institutions</p> <p>Surveys and field statistics</p>
Risks and Assumptions	<p>Existence of specialized institutions and associations</p> <p>Availability of financial and human resources for the implementation of capacity building programs</p> <p>Presence of male and female experts</p> <p>Weakness of women's awareness of their economic and professional rights</p> <p>Lack of awareness among the beneficiaries of the importance of these programs and the lack</p>

	<p>of response of girls and women to the process of capacity building, training courses, rehabilitation and study.</p> <p>Lack of response from the concerned ministries in the implementation of capacity building programs</p>
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Outcomes	Output 4-3- Capacity of rural women to enable them economically and socially developed on technical and institutional levels.
Indicators (Baselines)	<p>Specialized bags for training and evidence to establish economic projects consistent with the context of the countryside and its peculiarities and resources</p> <p># Institutions and women associations able to train women</p> <p>Number of qualified women to enter the labor market</p> <p>Education program laws and legislation on women's rights, labor and the economic sphere, and how to use them</p> <p>Awareness programs for poor and low-income women especially in rural areas about the available opportunities, support and assistance</p> <p>Number of periodicals and publications on women</p>
Verification Sources	<p>Studies and statistics available</p> <p>Studies to identify and assess the needs of rural women</p> <p>Purpose surveys</p>
Risks and Assumptions	<p>Provision of expertise and resources necessary to integrate gender issues in the ministries</p> <p>The reluctance of the political will to complete the integration process and the adoption of a gender perspective in these ministries.</p>

Outcomes	Output 4-4- Conducting campaigns and forming alliances with organizations, unions and professional institutions to urge women to membership and participation in their management.
Indicators (Baselines)	<p>Number of awareness activities directed to unions and professional institutions about the importance of women's participation in the economic field and decision-making</p> <p>Alliances built and the number of organizations involved in them (the list of alliance members</p> <p>Bylaws document and the adoption of the campaign goals</p> <p>Document of the work plan</p> <p>Program of self-empowerment and leadership</p> <p>Number of qualified women to work in the management of unions</p> <p>Awareness level of women and men on the necessity of women's participation in the management of unions and professional organizations</p> <p>Number of working women who expressed their will to engage in unions and syndicates</p> <p>The number of women who expressed their will to nominate themselves to the management of unions and professional institutions</p> <p>Number of businesswomen who expressed their starting in the membership of similar councils at regional, Arab and international levels</p>
Verification Sources	<p>Studies and statistics available</p> <p>List of unions and professional institutions</p> <p>Studies to identify and assess the gaps and needs of women in the field of self-empowerment and leadership skills</p> <p>Surveys and field statistics</p>

<p>Risks and Assumptions</p>	<p>Existence of a government institution for women's affairs</p> <p>Traditions of cooperation, coordination and organization between unions and professional institutions</p> <p>Existence of many media institutions and the possibility to draw their attention on these issues</p> <p>Support of civil society organizations, political parties and other sectors</p> <p>Men's fear of women's competition for leadership positions</p> <p>Lack of interest or experience of the unions and professional institutions in the field of development, gender and human rights, as stationed mainly in professional and union rights</p> <p>Refusal of some organizations and political parties to enter into alliances.</p> <p>Community dogmatism about the participation of women, particularly; in this type of organizations that are often considered as paternity</p>

<p>Outcomes</p>	<p>Outcome 5- High level of women's participation in decision-making and peace-building</p>
<p>Indicators (Baselines)</p>	<p>Election Law ensures the participation rate of 40% for women in parliament and provincial councils</p> <p>Parties Law ensures women's participation in decision-making by 45%</p> <p>40% (at least) of women in senior leadership positions in the executive and judicial fields</p> <p>30% (at least) of women in the Supreme Committee for Dialogue with the central</p>

	<p>government</p> <p>35% (at least) of women in all committees relating to national peace and security</p> <p>45% of the seats in the elected municipal councils for women</p> <p>Number of women in leadership positions in the governorates and the national and local bodies</p> <p># Women in the administrative bodies and committees for the management of village affairs by 25%</p> <p>Proportion of women to work (as mayor) in the rural areas from 0% to 25%</p> <p># Service centers for children as nurseries and others to support the work of women's participation in political, elected leadership positions and executive</p>
Verification Sources	<p>Regulations for public functions and target sectors, institutions and bodies, including provinces</p> <p>International, regional and national statistics and reports</p> <p>Purpose surveys</p>
Risks and Assumptions	<p>Provision of sufficient political will to increase women's participation in decision-making positions</p> <p>Acceptance of Parliament to the idea of expanding women's participation and passing appropriate legislation</p> <p>Impact of globalization, cultural openness and ease of travel outside the Region leading to open cultural horizons for men and women</p> <p>Increasing women's awareness on their political rights</p> <p>Political competition on the decision-making positions</p> <p>Value system of the society norms, customs,</p>

	<p>traditions and concepts that limit the roles of women in the public life</p> <p>Weakness of women's bravery for political participation and access to decision-making positions because of their social and cultural background</p> <p>Difficulty of implementing the laws enacted or amended for gender equality because of undeclared resistance</p> <p>Rejection of political parties and parliamentary blocs to cooperate in achieving greater integration of women in political affairs</p> <p>Resistance to women in front of the change for fear of obstacles</p>
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Outcomes	Output 5-1- According to the SCR No. 1325, legal and legislative actions along with administrative measures proposed to raise the number of women in policy-making and decision-making
Indicators (Baselines)	<p>Review report of laws and identifying gaps</p> <p>List of good practices and experiences in the area</p> <p>Drafts of the measures adopted to raise the level of women's participation proposed</p>
Verification Sources	National, regional and international reports, laws, legislation and regulations
Risks and Assumptions	<p>Existence of the quota and a number of laws that limit the traditional concepts and norms that perpetuate gender discrimination.</p> <p>Existence of organizations and alliances in the Region working for the cause</p> <p>Existence of successful experiences in the area</p> <p>Existence of competencies in strategic analysis and advocacy campaigns</p>

	Lack of cooperation from political parties and blocs in supporting the process of taking action to increase women's political participation
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Outcomes	Output 5-2- Capabilities and skills of women based on self-empowerment and leadership.
Indicators (Baselines)	<p>Training materials and manuals developed on the skills of leadership and decision-making</p> <p>Number of qualified women in capacity development programs</p> <p>Number of initiatives for women to participate in the public life and in leadership positions</p> <p>% of women who expressed their intention to engage in women's associations or parties every 6 months</p> <p>% of women who expressed their intention to enter the elections</p>
Verification Sources	<p>Regional and national statistics and reports</p> <p>Lists of associations</p> <p>Lists of political parties</p> <p>Electoral lists</p> <p>Involvement cards</p> <p>Purpose surveys</p>
Risks and Assumptions	<p>Existence of training centers in some governmental and non-governmental institutions, universities and institutes that pay women to take advantage of them</p> <p>Availability of adequate technical expertise to increase women's leadership capacities</p> <p>Existence of associations and political parties helping to pick the target group</p> <p>Family responsibilities mainly on women</p> <p>Organization of political and community action in times that are not fit to women's multiple roles and functions</p>

Outcomes	Output 5-3- Awareness level of community and women is high about the importance of women's rights of occupancy in leadership positions.
Indicators (Baselines)	<p>Media plan to reinforce the importance of women's participation in the public life (document)</p> <p>Miscellaneous information materials ready to be published and used</p> <p># Extensive media campaigns to raise awareness about the rights of women to vote, elect and advocate issues of public interest such as peace, development and solidarity in the community ...</p> <p># Cultural centers and clubs for women working to raise awareness among women of their rights to political participation and decision-making</p> <p>Number of episodes awareness in a number of channels of communication including social networking</p> <p>Number of releases and publications for women</p> <p>Number of television channels that broadcast programs on women's issues and elimination of discrimination against women</p> <p>Number of institutions of government and civil society that use media materials for the same purpose</p>
Verification Sources	
Risks and Assumptions	<p>Growing awareness at the level of the Region and the community about the importance of women's participation at all levels</p> <p>Policy of the Ministry of Culture and Youth, which emphasizes the observance of gender equality in its programs and activities</p> <p>Existence of different media institutions in Kurdistan that can be used in this regards</p>

	<p>Proportion of media women that are interested in women's issues</p> <p>Existence of public and private printing and cultural houses that are interested in public cultural affairs</p> <p>Social customs and traditions that reinforce the prevailing stereotypes of women especially towards their political role</p> <p>Few or sometimes lack of socio-cultural awareness centers</p> <p>Existence of civil and commercial channels that have their own policies are not guaranteed to comply with the objectives of the strategy</p> <p>Growing radical currents</p>
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Outcomes	Outcome 6 : Institutions concerned with women's affairs supported by resources and powers allowed to perform their functions effectively for change.
Indicators (Baselines)	<p>Law enactment of the High Council of Women Affairs</p> <p>Allocation of a sustainable budget for the High Council of Women Affairs in the Kurdistan Region</p> <p>A monitoring center for gender-based cases of discrimination</p> <p>Decision to gender mainstreaming into development planning in the Kurdistan Region</p> <p>Decision to adopt gender-sensitive budget in the Kurdistan Region applied gradually</p> <p>Adoption of a law to determine the officials to pursue gender mainstreaming in the state institutions</p> <p>Number of gender units established in the ministries</p>

Verification Sources	Laws and legislations concerned internationally, regionally and nationally International guidance in this regard Regulations of functions of the Council in reference to international disciplines (CEDAW Convention, Conferences of Vienna, Cairo and Beijing)
Risks and Assumptions	Existence of international and regional allied organizations and civil society organizations supporting the activities of the High Council of Women Affairs Recently establishment of Control Board for Women's Rights in the Kurdistan Region of Iraq Incompatibility of parliamentary blocs on adopting the law of the High Council of Women Affairs Confusion regarding the role of the High Council of Women Affairs after the founding of Control Board for Women's Rights Change and the instability of the priorities of women in the implementation of policies of successive governments

Outcomes	Output 6-1- The High Council of Women Affairs has powers and appropriate material and human resources.
Indicators (Baselines)	Adoption of the Law of the High Council of Women Affairs supported and raised to the concerned parties Draft resolutions institutionalizing gender agreed and raised to the concerned parties
Verification Sources	Laws and legislations concerned internationally, regionally and nationally International guidance in this regard
Risks and	Political will and support for the establishment

Assumptions	<p>of the High Council of Women Affairs with necessary powers and resources</p> <p>Opposition of some parties, including the governmental parties to give the High Council of Women Affairs in the Region the power to control and accountability about equality and women's empowerment and non-discrimination in political participation and the tradition of positions</p> <p>Parliament inability to enact the Law of the High Council of Women Affairs</p>
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Outcomes	Output 6-2- Draft framework and proposed actions for gender integration and institutionalization in development planning and budget in the various ministries.
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Indicators (Baselines)	<p>Evidence for the integration of gender issues in policies and programs, at least in 3 sectors</p> <p>Evidence for the application of the budgets of gender-adapted with the privacy of at least 3 sectors</p> <p>Number of institutions and cadres capable to apply evidence</p> <p>Ratio of statistics provided according to gender in every ministry of the total available statistics.</p>
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Verification Sources	
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Risks and Assumptions	<p>Providing expertise and resources necessary to integrate gender issues in the ministries</p> <p>Availability of human and material resources necessary to carry out the integration process and the establishment of gender units in the ministries</p> <p>Lack of political will to complete the integration process and the adoption of a gender perspective</p>
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	<p>in these ministries Deceleration of ministries in supporting the process of gender mainstreaming in development planning and budgeting.</p>
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Outcomes	Output 6-4- Media approved plan to promote the principles of equality and eliminating discrimination against women and the principle of women's participation in public and private life.
Indicators (Baselines)	Two campaigns, at least, conducted annually on the occasion of International Women's Day and the campaign of 16 - days to eliminate the forms of violence against women, equality and human rights of women in all stages of life # Reforms raised in every occasion
Verification Sources	
Risks and Assumptions	Government adoption of international protests Support of international organizations Existence of networks and alliances and coordination with them organizing the same campaigns Non-provision of necessary / appropriate resources The political climate is not appropriate