



A strategy for women's participation in peace processes in Nineveh

By elbarlament e.V.

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List of abbreviations

| | |
|--------------|---|
| IS | Islamic State |
| CCPC | The Committee of Coexistence and Communal Peace |
| CS | Civil Society |
| CSO | Civil Society Organizations |
| CoR | Council of Representatives |
| GRC | Governorates Returns Committee |
| GoI | Government of Iraq |
| INGO | International Non Profit Organization |
| KRG | Kurdistan Regional Government |
| KR-I | Kurdistan Region of Iraq |
| MoE | Ministry of Education |
| MP | Member of Parliament |
| NAP | National Action Plan |
| NGO | Non Governmental Organization |
| ToT | Training of Trainers |
| UNSCR | United Nations Security Council Resolution |



Preliminary remarks

This strategy paper is the outcome of a cooperation between the German non-governmental organisation elbarlament e.V. and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, as part of the project “Strengthening the Livelihoods of Returnees and the Local Population in Ninewa, Iraq”. Within the project “A strategy for women’s participation in peace processes in Nineveh”, elbarlament developed this strategy paper by compiling and structuring demands of a wide range of stakeholders from all districts of the province of Nineveh with regard to women’s inclusion in peacebuilding processes, politics and society. The strategy shall serve the Government of Iraq (GoI), the Governor of Nineveh, Civil Society (CS) as well as International Organizations (INGOs) as food for thought and guidance for building a coherent, systematic and comprehensive approach for the improved participation of women in peace processes in Nineveh.

The German non-governmental Organization elbarlament e.V. assists governments, parliaments and civil society, especially women, in developing processes contributing to good governance, sustainable development and peace. We believe that the political and social participation of women and a vivid civil society is crucial for a stable, tolerant and peaceful society. Women experience specific forms of violence, displacement and serious human rights violations in violent conflicts and wars. Because of their experiences they have different perspectives and priorities with regard to reconciliation and peacebuilding. Sidelining women from peacebuilding hinders reconciliation efforts and societal change. Furthermore, it is recognised that women develop different solutions for reconciliation and peacebuilding than men. Research has proven that the likelihood of the successful implementation of peace agreements increases by 20 - 35 % if women are included¹. Hence, the best predictor of a state’s stability is how its women are treated². Unfortunately the voice of Iraqi women is not sufficiently represented in formal and informal peacebuilding efforts and topics treated in existing peacebuilding committees composed of women are often reduced to so-called “women’s issues” like social support.

1- https://www.fairobserver.com/region/middle_east_north_africa/iraq-women-peacebuilding-middle-east-politics-news-83398

2- <https://foreignpolicy.com/2012/04/24/what-sex-means-for-world-peace>



Intervention rationale

The situation for women in Nineveh is characterized by conservative family structures especially in rural areas, the prevalence of a tribal society and ethnicity based restrictions. Hence, women are still largely excluded from social and political activities, such as participating in Civil Society Organizations (CSOs) and peacebuilding activities. Many women in Nineveh lack self-confidence and knowledge about their rights, and few training opportunities are available to them. Phenomena such as gender-based violence³ are more wide-spread in Nineveh than in other governorates of Iraq, and a lack of security as well as inadequate, absent or outright counterproductive legislation result in limited structures to ensure women's safety and the fulfillment of their rights. Nevertheless, it is important to mention that some districts have witnessed positive developments. For example, women in Nineveh Plains and Mosul are able to participate in politics to some extent, whereas this seems almost impossible for women in Tal Afar, al-Qayyara, Sharqat and Hammam al-Alil.

Although Iraq has ratified all major international agreements on the protection of women and their inclusion in political, social and societal affairs and was the first country in the Arab region to adopt a National Action Plan (NAP) for the implementation of United Nations Security Council Resolution 1325 (UNSCR 1325), the implementation and monitoring of the planned measures has yet to be materialized - not least because of the fight against the Islamic State (IS). In Nineveh, there is little knowledge about the National Action Plan for 2014 - 2018. This First Iraqi NAP 1325, which was one of the Maliki administration's final actions, was developed by the Government of Iraq and the Kurdistan Regional Government (KRG) through a cooperation between the Ministry of Women's Affairs, Ministry of Interior, and the Ministry of Defence in Baghdad, and the Ministry of Interior and Women's High Council in Kurdistan along with the Iraqi NAP 1325 Initiative, assembling women's rights organisations and networks across the country⁴. The NAP 2014 - 2018 is unique in that it offers a poignant and detailed analysis of the different legal, political and economic discriminations women are facing in Iraq. Yet, it lacks clear outcomes, indicators, attribution of responsibilities and budget, provisions stating which public entities are responsible for implementation and an accountability mechanism. This is indeed one of the central criticisms levied against the first NAP 1325.

An additional problem in Nineveh is the lack of reliable data on the situation of women and their political participation in society, politics and peacebuilding in the individual districts of the Governorate.

3- Impunity Watch, Iraqi Al-Amal Association and PAX, Sexual and Gender Based Violence in Iraq 2013-2018: A Mapping report, available at: https://www.impunitywatch.nl/docs/ResearchReport_Mapping_SGBV_Iraq_2020_eng.pdf

4- PeaceWomen, 'National Action Plan: Iraq' <<https://www.peacewomen.org/nap-iraq>>



Vision, Mission and Goal

The goal of this strategy paper is to provide recommendations for the improved inclusion of women in peacebuilding processes, politics and society that support Iraqi actors in government, civil society and international organizations to achieve the equal involvement of women in conflict transformation measures and peace processes in Nineveh. It presents a vision and a practical framework for decision makers and stakeholders in Nineveh who want to work towards building a peaceful and cohesive society.

The proposed strategy intends to support an active role of women in the reconstruction of the province as well as in building and stabilizing functional societal and governmental structures in Nineveh which are based on the Rule of Law. In this context, stabilization means the creation of confidence in - and providing support to - the ongoing peace process, by focusing on primacy over violence, legitimacy and accountability, security, social cohesion, unity of efforts and reconciliation.

This strategy paper aims to adjoin further action in the field of women's participation in peacebuilding, society and political processes by proposing measures in a clear overview and easy-to-use structure, with operational measures clustered along thematic fields.

Methodology

For the purpose of writing this strategy paper, more than 70 interviews with individuals - women and men - were conducted between May and June 2020. Information and opinions on security, peacebuilding, transitional justice and the situation of women in Nineveh were gathered from civil society activists, government officials, tribal and religious leaders as well as from representatives from ethnic minorities. Finally, organizations implementing projects in Nineveh were interviewed too.

Subsequently, elbarlament conducted four focus group discussions with about ten of the interviewees in each session, in which the social, political, societal and economic situation of women in Nineveh was discussed and recommendations were formulated. The stakeholders' recommendations constitute the backbone of this strategy paper which elbarlament drafted after the completion of the focus group discussions. It was presented in a final focus group meeting and welcomed by the participants.

Due to Covid-19 restrictions, most of the interviews could only be conducted via telephone and workshops and focus group meetings could only take place virtually in sessions of two to three hours.



Nineveh - general intervention context

Nineveh is the third-largest governorate of Iraq. It is located in the north of Iraq and characterized by a diverse society, which has been profoundly impacted by armed conflict and sectarian violence. The constant struggle for survival during armed conflict created and deepened divisions between Arabs, Kurds, and other ethnic minorities such as the Yazidis, Assyrian Christians, or Turkmens, which unraveled much of the governorate's social fabric.

As a culturally and religiously diverse region, Nineveh was particularly vulnerable to brutal attacks by the IS, who committed widespread atrocities against different components of Nineveh's population and seized the district's capital city of Mosul in June 2014. The capital remained under IS control for two years before coalition and allied Iraqi forces reclaimed it in 2017.

With multiple grievances and profound traumas connected to the violence inflicted on the population by the various armed groups, there is a dire need for reconciliation, rebuilding trust, and social cohesion. Moreover, grave concerns over a lack of economic opportunities exist in a still very fragile environment. The safe return of thousands of displaced people, many of whom having sought refuge outside Iraq, poses another major challenge to the region. Precise estimates are difficult to come by due to a lack of reliable data.

Furthermore, thousands of family members of IS fighters - mostly wives and children - are still displaced in camps, segregated from society.

Structure and time frame

This strategy paper presents concrete measures for five important fields of action that have been clustered according to stakeholders' recommendations and input during the interviews and focus group meetings:

1. Politics and legislation
2. Transitional justice and peacebuilding
3. IDPs
4. Media
5. Education

Each of the 5 thematic sections includes:

- * An introductory part determining the main responsible institutions and stakeholders
- * General recommendations

A table with an operational plan including a concrete time frame for specific measures and institutions responsible for implementation of these measures.

The strategy refers to a timeframe of at least ten years in order to achieve visible success in terms of involving women in peace processes and changing attitudes of men - and women - towards women's role in creating lasting peace in Iraq. Many of the proposed measures can have an immediate effect while others are designed for the longer term.



Scope and limitations of the Strategy Paper

The concrete measures of this strategy paper are primarily based on the input of the consulted stakeholders. Therefore, although the recommendations collected reflect the perceived needs of a diverse set of stakeholders from all over Nineveh, they do not touch upon all the fields of intervention possible. Also, the degree of the operationalization of the proposed measures remains relatively limited, as most of these measures require planning and coordination in specific working groups and committees within governmental entities and in the respective Directorates of the Nineveh province, something which must be discussed with the institutions in question before more concrete actions can be proposed.

Drivers of change

Many of the demands raised within the focus group meetings can only be implemented at the national level, as they require action on the level of the National Government of Iraq, such as changing legislation, combating corruption and nepotism, boosting participation of women in the national parliament, adopting legislation to deal with violence against women, as well as revising parts of the curricula in schools. However, in order to make this possible, support for these demands must be organised on a national scale. It is not sufficient that women's organisations and human rights organisations are active on these issues. Rather, it is a matter of winning over the parliament, the government and religious and tribal leaders for these concerns and promoting both political and cultural change with appropriate measures and constant efforts.

Families and local communities, together with active women and women's organisations, are important drivers for social and cultural change. Their involvement is a prerequisite for a successful local and national dialogue. If families, tribes, minority leaders, religious leaders and local communities can be won over for the cause of gender equality and equal participation of women, as well as for greater religious and social tolerance, women's legitimate demands have a chance of being heard and implemented.

For this to succeed, dialogue and cooperation firstly between the Government of Iraq and the province- and district-level administration, between the Governorate's Office and local communities, and lastly between Non Governmental Organizations (NGOs) and religious, ethnic and tribal leaders have to take place. Furthermore, support from INGOs and partner countries are important factors for success. Analyzing and considering differing local needs carefully and tailoring projects accordingly is of utmost importance in Nineveh's diverse districts. Active women's participation will differ greatly in the Northern regions of Mosul and Nineveh Plains from the Southern and more Eastern districts of the province. Local dialogues that prove that decentralised agreements can lead to more security, prosperity and equality for women should be considered as examples that can feed into a comprehensive national dialogue.

Non-aligned engagement of international support further prevents successful change. This is why a transparent exchange of information and cooperation are so crucial. International and local organizations and institutions should be given sufficient leeway by their donors to build and consolidate this joint cooperation and donor governments should coordinate international support thoroughly in order to create synergy wherever and whenever this is possible.



Intervention Measures

1. Politics/ Legislation

Stakeholders intensively discussed the political participation of women. Most of their demands can only be adopted and implemented on national level by CoR and Iraqi Government:

- A. A constitutional quota that guarantees women of 50% in Parliaments and all governmental positions on national, regional and local levels.
- B. Promote women, independent from party affiliation for running in elections on provincial and local level of Nineveh
- C. The Iraqi Parliament should amend its legislation to support and protect women: electoral law, political party law, legislation for women employment, personal status law, Penal Code and the law on domestic violence⁵.
- D. The state should work on identifying and closing the gaps that allow corruption and nepotism in the public sector in Nineveh
- E. Increased support for the activation of a specific agenda strengthening the role of women in public and societal life.

Operational Plan

The absence of women in public life and their lack of access to decision-making power is a general and profoundly societal problem.

In the most recent parliamentary elections in May 2018, an unprecedented number of female candidates (nearly 2'011) ran for office, but only 25 percent of women gained seats in the Council of Representatives. The constitutional minimum quota of 25% acts as a glass ceiling for women. Not only has women's representation at the highest echelons of Iraqi politics never exceeded the prescribed 25 percent, but women who managed to secure appointment are perceived by many as being used in a tokenistic way. Female MPs are widely seen as lacking the necessary power to influence other MPs and advocate for women's rights. Furthermore no woman was included in forming the government.

Moreover, it was stated that political participation of women has a bad reputation. Therefore, there is a need for advocacy in a positive way to include more women in politics. A common understanding among citizens, tribal and religious leaders is necessary to implement existing laws well. A public debate and explanation of laws will help to create such a common understanding of laws.

The Council of Representatives adopted a law in November 2019 in which it "stopped the work" of the Provincial and District Councils (Law number (27) of 2019 on the Second Amendment to the Law number (12) of 2018 on the Election of the Provincials and Districts Councils, adopted by the Council of Representatives of Iraq, published in the Iraqi Official Gazette (Alwaqay'i) number 4566 on 9 December 2019). Several Provinces considered this law according to Article 122 of the constitution to be unconstitutional. Some Provinces filed a case before the Federal Supreme Court, in which they requested to declare the Law as unconstitutional. The Federal Supreme Court has not yet issued a judgment on the request of the Provinces. Due to the law, the Strategy paper uses the terminology "Governor" or "Mayor".

5- See Measure 10



Measure 1

Please consider to issue a decree by the Governor of Nineveh that regulates a minimum quota of 25% for women in governmental positions and governmental peace committees in Nineveh.

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|-------------|--|--------------|----------------|
| Who? | Governor of Nineveh, Mayors of Nineveh, Department of Women and Child Empowerment in Nineveh, Women's Organisations with the support of Local and International Organisations, Media | When? | 2020 - ongoing |
|-------------|--|--------------|----------------|

Measure 2

Initiative to **amend the Electoral law:**

- * Change the modified Sainte-Lague method that prevents women who run independently from being elected.
- * Legal clarification that the quota of 25 % is a minimum quota and that it applies to all elections at national, regional and local level.
- * Guarantee a minimum of representation of women belonging to a minority group.
- * Ensure that if a seat which belonged to a woman becomes vacant, it shall be filled by a woman.

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| Who? | Members of Parliament (MPs) of the Nineveh Council of Representatives (CoR), Department of Women and Child Empowerment of Nineveh, Women's Organisations | When? | 2020 - 2022 |
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Measure 3

Advocacy for a **self-assessment of political parties in Nineveh** on the:

- * Situation of women in the party,
- * representation of women in party leadership positions,
- * Demands of women in the party-programme,
- * The nomination of women for elections (CoR, councils, commissions, committees).

Development of a strategy to increase women's participation in the political parties of Nineveh

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| Who? | Political Parties in Nineveh Women's organisations | When? | 2021 - 2022 |
|-------------|---|--------------|-------------|



Measure 4

Establish a **Women's Leadership Training Institute** in Mosul to improve women's participation in politics and society in Nineveh. Trainings could cover:

- * Leadership programmes for women in Nineveh,
- * Training for female MPs from Nineveh to work effectively in the Council of Representatives (CoR) (parliamentary work, how to effectively represent their constituencies, how to design a political program, how to implement it, how to work in political parties, working with the media),
- * Training for women to enable them to take up leadership positions in the province of Nineveh (Government and other decision-making positions);
- * Workshops on women's rights and how to address complaints, leadership skills for women.

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| Who? | University of Mosul with support of International and Local Organisations | When? | 2021 - 2023 |
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Measure 5

Advocacy campaigns and training for **more gender-sensitive government decisions** in Nineveh in order to make provincial and national laws and international gender-specific agreements signed by Iraq more effective.

Gender awareness campaigns highlighting gender stereotypes in urban and rural areas.

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| Who? | Department of Women and Child Empowerment in Nineveh with support of International Organisations and Women's Organisations | When? | 2021 - 2025 |
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Measure 6

Establish **women's councils in Nineveh** from all parts of society on the local level in order to give more weight and prospects of success to women's demands in Nineveh.

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| Who? | Mayors, Department of Women Empowerment and Child Affairs, Women's Organisations | When? | 2021 - 2025 |
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Measure 7

Advocate for the **adoption and implementation of the National Action Plan (NAP) 2019 - 2023** in Nineveh.

- * Training on UNSCR 1325 and follow-up resolutions, and the inclusion of women in peacebuilding for local government officials; members of local peace committees; police, military and army personnel,
- * Public information campaigns on the NAP in Nineveh,
- * Workshops on understanding and implementation of NAP on provincial and local level for mayors, government officials and NGOs,
- * Workshops to inform and discuss NAP on provincial and local level for mayors, government officials and NGOs in Nineveh,
- * Training of officials and community change agents (i.e. tribal leaders who can play a role in holding the officials accountable) in Nineveh on women's participation and implementation of the NAP 2019-2023 in Nineveh,
- * Allocate a budget for the implementation of the NAP in Nineveh for the Department of Women and Child Empowerment, local communities and Women's organisations,
- * Set timelines for the realisation of measures of the NAP,
- * Establish monitoring mechanism for the execution of NAP.

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| Who? | Department of Women Empowerment and Child Affairs, Women's Organizations with support of International Organizations | When? | 2020 - 2023 |
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Measure 8

Joint Initiative of Members of the Nineveh CoR for a **law that criminalises the public defamation, insult and harassment of female candidates during the election campaign** in Nineveh.

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| Who? | Members of the Nineveh CoR, Department of Women and Child Empowerment, Women's Organizations | When? | 2021 |
|-------------|--|--------------|------|

Measure 9

Joint initiative of the MPs of the Nineveh CoR and the Department of Women and Child Empowerment to develop a **proposal for an anti-discrimination law** that protects women from discrimination in working life, society and politics. The Anti-Discrimination Law will be developed in collaboration with Women's CSOs and minority organisations.

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| Who? | MPs of the Nineveh CoR, Department of Women and Child Empowerment Women's Organizations with support of International Organizations | When? | 2021-2023 |
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Measure 10

Joint Initiative of MPs of the CoR and the Governor of Nineveh promoting the **reform of the penal code**

- * Removal of the provision which leaves a perpetrator of rape exempt from punishment if he marries the victim,
- * Removal of Penal Code Article 41 that explicitly states no crime can occur when an act is carried out while exercising a legal right - for example, when a husband “punishes” his wife and the
- * Adoption of the domestic violence law by the CoR.

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| Who? | MPs of the Nineveh CoR, Governor of Nineveh, Mayors, Department of Women and Child Empowerment, Women’s Organizations | When? | 2020 - 2022 |
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Measure 11

Initiative of MPs of Nineveh and the Nineveh Governor to **reform the Personal Status Law** and Nationality Law to enable women to confer unconditioned nationality and religion to children.

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| Who? | MPs of CoR from Nineveh, Governor of Nineveh, Department of Women and Child Empowerment of Nineveh, Women’s Organisations | When? | 2020 - 2030 |
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Measure 12

Allocation of budgets in order to improve the economic situation of women through education, day care centers for children, equal salaries in all governmental institutions and women’s participation through dialogue with civil society and stakeholders in Nineveh.

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| Who? | Governor of Nineveh | When? | 2021 - 2030 |
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Measure 13

- * **Publication of all laws and draft laws** on governmental and parliamentary web pages.
- * **Explanation and monitoring of the implementation of laws** by Governorate offices, Media and CSOs.

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| Who? | CoR, Governor of Nineveh, Media, CSOs | When? | 2021 - ongoing |
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Measure 14

- * Development of a **broad statistical system** for the whole province (on women's political and societal participation, Inclusion of women in councils and committees on provincial level, women in local peace committees, women empowerment projects, -> based on this, initiatives could be developed with a more needs-oriented focus and with better synergies between organizations and stakeholder.
- * **Monitor and collect information** on the causes of conflict.
- * **Conduct research on gender issues.**

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| Who? | Central Statistical Organization, research institutions and local experts Civil Society Organizations, International Organizations, | When? | 2020 - 2030: Information should be continuously updated, in 2020-21 the framework of a thorough statistical system and database should be set up and entry data collected on a broad level |
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2. Transitional justice and peacebuilding

The stakeholders discussed all topics related to transitional justice such as reconciliation, prosecution of perpetrators and justice for victims and peacebuilding. The main demands were:

- A. Call for an International Criminal Court tribunal that pays special consideration to crimes committed against women and girls
- B. Investigate crimes thoroughly and ensure reparations for victims of violence against women
- C. Empower women to report violations and crimes
- D. Ensure that the viable recommendations of the women in local peace committees are implemented
- E. Conduct awareness campaigns to change perceptions and discrimination of IS-affiliated women; establish reintegration programmes for such women⁶.
- F. Call for due process for women suspected of having an affiliation with IS from Nineveh in detention facilities and call for the release of all women who are proven innocent.

Operational Plan

The operational plan offers a multilayered approach to transitional justice with a gender-specific lens, focusing on three main pillars: establishing a local dialogue among local communities, equitable investigations and reparations for victims of violence and the re-integration of IS-affiliated women. This approach aims to tackle the complexity of grievances in the Nineveh region and acknowledges that any peacebuilding activities will be hindered if there are not sufficient steps taken towards justice, reparations for victims and reconciliation among the community.

There are several international and local civil society organizations working mainly on the documentation of abuses, submissions of reports to international mechanisms and calling for reparations and adequate investigations. Moreover, community based Local Peace Committees were established. From the government side, The Committee of Coexistence and Communal Peace (CCPC), specifically the women's department, and the reparations committee in Nineveh should be engaged in the implementation of the recommendations as well as the governor of Nineveh.

6- Women who did not commit crimes (including their children) and did not support the IS, but whose family member(s) belong to IS



Measure 1

Establish Truth and Reconciliation Committees by the government in consultation with local Civil Society Organizations as well as International Organizations. The committees should empower and support local communities to establish a long lasting local dialogue in all areas of Nineveh with the participation of women, youth, tribal and religious leaders, ethnic minorities and local governmental personnel. Take serious steps towards the implementation of recommendations that come out of the local dialogue. Foster a dialogue with religious and tribal leaders on peacebuilding and women's participation in peacebuilding processes.

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| Who? | Mayors of Nineveh, Local Civil Society Organizations, International Organizations and local experts | When? | 2020 - 2021: Consultations with INGOs, NGOs and local leaders to establish the committee 2021 - 2022: Launch the committee in Nineveh and start the dialogue platform 2022 - 2025: Set out an implementation plan for the recommendations of the committee 2025 - 2030: Implement the recommendations of the committee |
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Measure 2

Establishment of **women's (activist) and peace actors network** in Nineveh through:

- * A digital database and digital map of activists and peace and gender actors, the clustered actors into thematic fields should be visible on an interactive map with their location and a short description of their activity as well as contact details,
- * A digital communication platform on gender, women's empowerment and peacebuilding,
- * A regional annual network conference for gender, women's empowerment and peace actors in Nineveh.

Establish a network of civil society organizations who are offering psychosocial support services to survivors of violence to coordinate efforts and exchange best practices.

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| Who? | Local Civil Society Organizations, International Organizations | When? | 2021-2025 |
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Measure 3

Establish a **dialogue with local media, governmental institutions, and civil society organizations on the rehabilitation of victims and the use of language related to IS** (ie. ISIS women, sex slaves).

- * Develop a media protocol and a code of ethics on how to report on Sexual and Gender-Based Violence cases and how to cover the stories of IS victims,
- * Change the derogatory terminologies used to describe women victims of IS such as 'sex slaves' to 'kidnapped'.

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| Who? | Governor of Nineveh, Mayors, Local Civil Society Organizations, International Organizations, Local Media | When? | 2020: Start the dialogue with a conference 2021 - 2022: Agree on and launch the protocol and code of conduct. |
|-------------|--|--------------|--|



Measure 4

Develop **safe complaint mechanisms and whistle-blower protection**.

- * Establish local ombudsman mechanisms that utilize different technologies that local women use such as: WhatsApp, Signal or/and other applications especially in rural areas where women can complain anonymously and receive assistance accordingly,
- * Work with the local media to engage citizens and receive complaints anonymously.

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| Who? | Mayors, Local Civil Society Organizations, International Organizations, Local Media | When? | 2021- 2022 |
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Measure 5

Ensure that victims and survivors in Nineveh are reconciled and compensated through a **comprehensive legislative and social rehabilitation process**. Ensure necessary legislative changes.

- * Enforce ISIS compensation law Nr. 81/2017,
- * Enforce Iraqi Anti Trafficking Law Nr 28 /2012 (executed with the law number 8/2018 in the Kurdistan Region of Iraq (KR-I) in Nineveh,
- * Conduct a study to evaluate the process of law enforcement of these specific laws and introduce the needed legislative amendments accordingly,
- * Provide survivors with the needed legal support to know their rights, file complaints, initiate court cases and file reparation claims,
- * Open new reparations offices,
- * Enforce law on Compensating Victims of War Operations, Military Mistakes and Terrorist Operations: Law No. 20 of 2009.

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| Who? | Judiciary branch, Civil Society Organizations, International Organizations | When? | 2020-2030 |
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Measure 6

Promote **local peace agreements** (or “Pacts” or “Covenants of Honor”) between conflict groups (different tribes, clans, ethnic and religious groups, sheikhs). As these local peace agreements are negotiated by men, the following steps for women’s participation can be undertaken:

- * Establish a women’s group when negotiations for a local peace agreement start and ensure that the selection process includes women influential and respected in their communities,
- * Women’s group formulates demands and recommendations for the local peace agreement,
- * Joint meetings between male negotiators and members of the women’s group take place,
- * Women are invited to negotiation rounds,
- * Demands of the women’s group are included in the peace agreement,
- * Women’s group is present when the peace agreement is signed.

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| Who? | Mayors, INGOs, CSOs | When? | 2020 - 2025 |
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Measure 7

Enhance the **efficiency of local peace committees** in Nineveh and promote the effective participation of women in peacebuilding:

- * Conduct workshops for members of peace committees on gender stereotypes, violence against women in times of conflict and war, UNSCR 1325 and INAP 2019-2023,
- * Mapping of women's rights organizations, activists and other entities that could partner with local peace committees
- * Ensure that there is a sufficient number of women in the local peace committees,
- * Train women in local peace committees on how to create change,
- * Ensure that women in Nineveh's local peace committees are in leadership positions, for example as heads or speakers of the committees,
- * Set up a Training of Trainers (ToT) programme for women on mediation of conflicts and peace processes. Include young women in the training,
- * Increase the number of peace committees for women in Nineveh and especially in rural and remote areas,
- * Organize joint meetings of existing mixed local peace committees and peace committees for women to exchange,
- * Organize joint meetings of women's peace committees with tribal and religious leaders to exchange measures of reconciliation,
- * Ensure that the local peace committees work on issues vital to women such as SGBV and prevention, women employment, safe return of IDPs, education for girls.

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| Who? | Local Civil Society Organizations, Local Peace Committees in Nineveh, International Organizations | When? | 2020 - 2025 |
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Measure 8

Promote **women's and cultural projects/centers** in marginalized villages esp. the Nimrod district and Hamam Al-Alil:

- * Ensure that women have a safe space to meet,
- * Conduct storytelling, theater play and creative writing workshops for women especially targeting survivors of gender-based violence (GBV),
- * Bring women together around common interests: culture, food, music, sports, literature, handicraft and offer art and art therapy projects as well as joint cooking events and film screenings,
- * Offer gender awareness programmes for women and men, women's empowerment through education (skills, knowledge on rights, UNSCR 1325 and follow-up resolutions), women's advocacy campaigns,
- * Initiate a Nineveh-interreligious and interethnic dialogue programme with academics, youth, elderly, activists, influencers: the format could be, for example, local peace festivals celebrating local traditions together,
- * Centers should promote inclusivity especially with regard to age, gender, religion, socio-economic background and youth participation.

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| Who? | Local Civil Society Organizations, International Organizations, Nineveh writers union and literary forum | When? | 2020 - 2025 |
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Measure 9

International Organizations should:

- * Better analyze local needs when developing women empowerment projects, improve cooperation with other international and local organizations in order to align efforts and provide more job opportunities for women.
- * Improve selection processes for all capacity building programmes (including application forms and participants' interviews, selection criteria should be obvious, specific, include a participant's motivation and ensure gender-representation).
- * Improve access to information (projects and grants should be announced in a clear and easy format on web pages).
- * Conduct gender awareness and peacebuilding trainings for women and men especially in rural areas.
- * Introduce a better monitoring system for Civil Society Organizations (control samples should be taken by external forensic auditors for spendings over a certain sum).
- * Regularly attend the monthly peacebuilding meetings in Iraq and communicate on beneficiaries with other organizations (no duplication of efforts).

Who?

Mayors in collaboration with Civil Society and International Organizations

When?

2020 - ongoing

Measure 10

Initiate a programme to **train five to ten local families on gender awareness**, non- (gender-based) violence, conflict management and reconciliation, tolerance towards ethnic minorities and other religious groups. Each of the trained families, selected based on transparent criteria, should be committed to train another cohort of 5 - 10 families (snowball system). Families participating in the programme will receive a financial incentive for their work.

Who?

Mayors with support of International Organizations

When?

2020 - 2025

Measure 11

Provide **capacity building trainings to army personnel, judges and the police** in Nineveh:

- * Raise awareness on gender issues in order to become more responsive to gender-based violence and understanding of women's rights,
- * Trainings on UNSCR 1325, and follow-up resolutions,
- * Set ground rules for trainings with police and military to ensure a safe environment for women in these trainings.

Who?

Civil Society Organizations, International Organizations

When?

2020 - 2030



3. IDPs, minorities and the protection of victims

The stakeholders compiled several main recommendations with regard to IDPs, minorities and the protection of victims in Nineveh:

- A. The Iraqi state should ensure that IDP and detention camps are safe for women and establish the necessary reporting and accountability mechanisms in case of violations
- B. Coordinate and offer livelihood and income generating activities to women IDPs and survivors of sexual violence
- C. The Iraqi state and Nineveh governor should follow The Principled Returns Framework⁷.
- D. Ensure that there are no forcible return policies and/or practices

Operational Plan

The operational plan addresses the needs of women throughout the cycle of displacement from their journey into the camp to surviving inside camp settings and finally their reintegration into the community. The plan acknowledges that many women suffer from SGBV throughout the displacement process and highlights the need for protection for women and children.

Who is responsible?

There are several actors involved in the situation of IDPs in Nineveh, mainly, international organizations specifically the “Nineveh Protection Working Group” (NPWG), and local authorities especially “The Governorates Returns Committee” (GRC) that was established in Nineveh in 2018. It is the government institution responsible for advocating for the safe return of IDPs as well as camp closures.

The committee is composed of the Nineveh local authorities as well as humanitarian actors. The committee should play a more active role in facilitating the safe return of IDPs and implementing the aforementioned recommendations. It is imperative to include tribal and religious leaders who play an important role in their communities and can help support the safe return of IDPs.

7- UNHCR, factsheet April 2019



Measure 1

Ensure that **camps respond to the needs of women** in particular:

- * Conduct safety assessments in camps and implement women's recommendations on how to make the camps more secure and increase their sense of safety,
- * Ensure that access to public spaces in the camps such as toilets is safe for all women,
- * Provide women with all the needed material that would contribute to their sense of safety in the camps, such as flashlights,
- * Provide psychosocial support for Yazidi women and other female victims of IS,
- * Establish psychosocial support units in the IDP camps and detention centers in Nineveh,
- * Conduct workshops for personnel in camps to prevent violence against women,
- * Ensure that trained female staff and social workers are employed,
- * Train all frontliners on how to prevent and respond to SGBV in camp settings,
- * Offer case management, private counselling and hire onsite social workers in the camps,
- * Promote cultural activities such as storytelling, creative writing or theater plays in the IDP camps for women aimed at giving them the space to voice their grievances and aspirations.

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| Who? | Government of Nineveh, The Governorates Returns Committee (GRC) in Nineveh, Local Civil Society Organizations, International Organizations | When? | 2020 - 2021: psychosocial support units 2020 - 2021: Conduct safety audits 2021 - 2022: Implement change in the camps based on the recommendations of women from the safety audits |
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Measure 2

Establish **women's shelters** for survivors of gender-based violence under the supervision of the government to ensure accountability to beneficiaries.

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| Who? | Women's Organizations with support of International Organizations | When? | 2021 - 2022 |
|-------------|---|--------------|-------------|

Measure 3

Establish an **emergency hotline** for survivors of gender-based violence to report anonymously on violations in camps and detention centers and offer case management for survivors of violence when necessary.

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| Who? | Women's Organizations, Local Civil Society Organizations, International Organizations | When? | 2021 - 2025 |
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4. Media

Using media to promote the inclusion of women in peacebuilding, politics and society was mentioned by stakeholders within every thematic section. They demanded:

- A. To work towards independence and accountability of the media. There shouldn't be any affiliation to political parties and media should be unbiased regarding religion, sex, clothing etc. Contributors must be protected from being attacked
- B. reaching out to influencers on social media and promotion of a more active role of women in media
- C. building the capacity of media to highlight social injustice and complaints, media personnel should be qualified
- D. media should shed more light on successful women (especially those who became successful through their education) - this would create a motive for people to take the education of women more seriously
- E. Supporting projects aimed at working with the media (audio/visual) and making use of social media and traditional media to develop awareness campaigns. In general, the media can be consulted in this regard, as well as for cooperation with political organizations and parties, universities, institutes and political elites through conferences

Operational Plan

The use of media is a very influential way to advocate for the women's role in society, politics and peacebuilding in Nineveh as well as to raise gender awareness on a broader level. The media can be used for all kinds of projects to enhance the participation of women, even in rural areas and is an impactful tool for operationalizing this work on a cross-cutting level if monitored properly.

Who is responsible?

On the national level, the responsible ministry for media in Iraq is the Ministry of Culture. The Ministry of Communications is also involved in media issues, but on a more technical level. The state should at first place promote the independence and transparency of media. On the provincial level, the Department of Media and Public Relations is the central player in Nineveh. Institutions, civil society and local communities should internalize and promote media independence as well and make use of the manifold communication opportunities the media offers in order to create positive change.

Measure 1

Training for media personnel and journalists in Nineveh on women's participation, social cohesion and peacebuilding:

- * Spread the concept of peace journalism,
- * Training programmes to design gender-sensitive content for TV, radio etc. (for example for Al-Mawselya TV station),
- * Focus on the training of female journalists,
- * Training should include the analysis of fake news and countering hate speech,
- * Train social media influencers, bloggers and activists.

| Who? | Civil Society Organizations, International Organizations, Ministry of Culture, Social Media Activists, Department of Media and Public Relations in Nineveh Governorate | When? | 2020 - 2025 |
|------|--|-------|-------------|
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Measure 2

Youtube Channels by women for women:

- * raise awareness on discrimination, raise gender awareness
- * advocacy campaigns
- * Portraits of women who became successful through education

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| Who? | Civil Society Organizations, International Organizations, Women's Organizations, Social Media Activists | When? | 2020 - 2025 |
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Measure 3

Inaugurate **regulations** regarding:

- * violence against women in social media
 - * Transparency and independence of media
- and promote them throughout the province.

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| Who? | Ministry of Culture, Department of Media and Public Relations in Nineveh Governorate | When? | 2020 - 2030 |
|-------------|--|--------------|-------------|

Measure 4

Training women personnel in governmental media outlets.

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|-------------|---|--------------|-------------|
| Who? | Ministry of Culture, International Organizations and Women's Organizations, Department of Media and Public Relations in Nineveh Governorate | When? | 2020 - 2025 |
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Measure 5

Produce and broadcast **radio features on women's complaints** and knowledge/podcasts about gender issues on a broad level.

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| Who? | International Organizations and Women's Organizations in cooperation with local radio stations, Department of Media and Public Relations in Nineveh Governorate | When? | 2020 - 2023 |
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5. Education

Stakeholders articulated the urgent need for change in the educational system. The main demands are:

- A. Development of comprehensive educational curricula that are gender sensitive/reduce gender stereotypes and create tolerance through the inclusion of the diverse components of society
- B. Improve access to education for women and men from rural areas, educate parents in rural areas in order to change the societal mindset regarding the education of girls, under age marriage etc.
- C. Mandatory education for girls and boys with a special focus on rural areas
- D. Extracurricular capacity building in schools (gender, co-existence, peacebuilding)
- E. Restructuring of classes, staff and educational material in schools and universities

Operational Plan

In Iraq, the General Directorate of Curricula at the Ministry of Education (MoE) in Baghdad forms committees to formulate the curricula. Committees normally include representatives from the Ministry of Education for oversight and coordination. In all Iraqi provinces, there is a section called the “Curriculum Department”, which is affiliated with the Education Directorate of the province. Work and decisions related to changing, modifying, or renewing educational curricula as well as structural decisions related to educational institutions are issued from Baghdad. Hence, the governorates address the MoE on issues related to the curriculum and education issues.

Who is responsible?

On a political level, the driver of change for the educational system in Nineveh must firstly be the Ministry of Education and the Education Directorate of Nineveh. On the institutional level the Ministry of Education and Directorate of Education (DoE) should collaborate with universities, schools and research institutions, international and local organizations as well as initiating public consultations with civil society.

Measure 1

Conduct a **statistical analysis of the number of female and male pupils** on all levels of education, current illiteracy rate and school dropouts and a study on violence against children at schools

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| Who? | Ministry of Education, Central Statistical Organization, independent researchers, International Organizations | When? | 2020 - 2025 |
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Measure 2

Analysis of curricula in Nineveh focusing on:

- * Gender sensitivity/gender stereotypes
- * Promotion of female role models (for example in history classes and sciences)
- * Promotion of non-violence and tolerance
- * Promotion of diversity (especially regarding language and religion classes)
- * topical issues that cause problems in society (ie. child marriage)

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| Who? | Ministry of Education, Research Institutions, independent researchers and experts in collaboration with International Organizations | When? | 2020 - 2025 |
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Measure 3

Initiate a **debate/ conferences/workshops** on curricular between the public (civil society, parents, teachers, tribal leaders and religious leaders), the Ministry of Education and Culture, and responsible committees on the provincial level and the General Council of Representatives)

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| Who? | Ministry of Education, Local Organizations, International Organizations | When? | End of 2021 |
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Measure 4

Formulation of **best practice from other countries** and of a technique for developing curricula - How do other countries develop their curricula (joint workshops of responsible governmental institutions, teachers, civil society organisations, families with international experts)

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| Who? | Ministry of Education in collaboration with International Organizations and international experts | When? | 2020 - 2021 |
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Measure 5

Establishing **commissions** on the state level to develop **gender-sensitive comprehensive curricula** and learning materials for the different school levels and universities:

- * Commissions should consist of experts, government officials and civil society representatives and revise curricula that range from primary school to university level
- * Same procedures should be applied for human rights and ethical education, non discrimination of minorities in school books and curricula, outcomes should be harmonized among commissions
- * Curricula should combat gender stereotypes, better reflect gender awareness and promote diversity and tolerance in society (different religions, ethnicities, minorities), content of history and science classes should shed light on positive female role models, classes should include sex education.
- * Curricula should include the dealing with the past from a gender-sensitive perspective
- * Develop gender-sensitive role models in books for children (International Organizations in collaboration with authors, particularly female authors and local experts)

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| Who? | Provincial Directorates of Education, Ministry of Higher Education and Ministry of Education | When? | 2023 - 2030 |
|-------------|--|--------------|-------------|



Measure 6

Development of **extracurricular school activities** concentrating on gender awareness, tolerance, peacebuilding and coexistence (for example through storytelling, theatre plays, music courses, sports activities, creative writing clubs)

- * ToT programme for school teachers to conduct gender-sensitive extracurricular activities (including training manual and social media channels, encourage participation of pupils' family members)
- * The first ToT programme should be carried out for 20 teachers from 5 secondary schools in one district of Nineveh as a pilot project and then be extended to other districts and educational levels with an increased number of teachers and schools
- * The trained teachers are expected to deliver further trainings or information on different formats (discussion rounds, parent-teacher conferences in their respective schools)

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| Who? | Ministry of Education in collaboration with educational institutions, Directorate of Education, Local and International Organizations, Media | When? | 2020-2030 Centrally organized TOT programmes should be offered twice a year, these trainings should be continuously introduced and delivered in schools over the next 10 year. At the same time the first regular extracurricular training activities should be included into school curricula and be implemented in schools. Ideally, the training programme should begin with several selected schools in Nineveh and is then extended on a broad level on whole Iraq |
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Measure 7

- * Training for teachers in gender-sensitivity in both school and universities
- * Peacebuilding workshops in schools (with teachers)

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| Who? | Ministry of Education in collaboration with Directorate of Education in Nineveh, Ministry of Higher Education, Educational Institutions and International Organizations | When? | 2020 - 2030 Over the course of the next 10 years these trainings should be offered twice per year in all provinces to selected teachers in a ToT training programme, Nineveh province could be a pilot project |
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Measure 8

Introduce a **scholarship programme** in Nineveh for pupils or grants for poor parents, campaigning and advertising for girls going to school

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| Who? | Ministry of Education in collaboration with Directorate of Education in Nineveh, Educational Institutions and International Organizations | When? | 2021 - 2030 Over the course of 2021 the MoE, together with International Organizations should develop a scholarship programme which can be implemented over the next 10 years |
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Measure 9

Promote a **dialogue with universities** of Nineveh to ensure safe access to higher education for women (public credit point system)

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| Who? | Universities in Nineveh with support of International Organisations, German Academic Exchange Service, Ministry of Higher Education | When? | 2021 - 2030 |
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Measure 10

Revision of class and staff structure: end separation of male and female pupils after primary school level and throughout their whole education including university level, introduction of female/male teachers to the mixed classes

- * Establish a dialogue forum between governmental stakeholders and public on social barriers that hinder this measure to be implemented
- * Pilot project could start in an urban context in 3 selected schools
- * For Nineveh's rural areas, there is a need to discuss such a restructuring of classes and social barriers with especially girls, families, tribal leaders and religious figures in open consultations together with representatives from the Educational Directorate of Nineveh

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|-------------|--|--------------|---|
| Who? | Ministry of Education and Higher Education in collaboration with Directorate of Education and Educational Institutions | When? | 2021 - 2023: consultations with public in urban and especially rural areas 2021 - 2025: pilot project in urban areas 2025 - 2030: if accepted, pilot project in rural areas |
|-------------|--|--------------|---|



Measure 11

Implement **educational programmes in rural areas**

- * Training for parents (change the societal mindset regarding the education of girls)
- * Gender awareness and rights education in a family context or cultural/community center

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| Who? | Civil Society and International Organizations | When? | 2020 - 2030 |
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Measure 12

Introduce **specific plays for children in museums, gender sensitive educational guided tours in museums** and other historical places (for example through school trips)

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| Who? | Ministry of Education in collaboration with Directorate of Education, Educational Institutions, Cultural Institutions, International Organizations, Media | When? | 2020 - 2030 |
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Measure 13

- * Strengthen the Peacebuilding course of study in Mosul University (include more aspects of gender and conflict, financial support of the programme) and extend to other universities in Nineveh
- * Include more media channels for promoting the Peacebuilding Programme

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|-------------|---|--------------|-------------|
| Who? | University of Mosul and others, Ministry of Higher Education and Scientific Research, Media | When? | 2021 - 2030 |
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Measure 13

- * Strengthen the Peacebuilding course of study in Mosul University (include more aspects of gender and conflict, financial support of the programme) and extend to other universities in Nineveh
- * Include more media channels for promoting the Peacebuilding Programme

| | | | |
|-------------|---|--------------|-------------|
| Who? | University of Mosul and others, Ministry of Higher Education and Scientific Research, Media | When? | 2021 - 2030 |
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