

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

Republic of Yemen  
Ministry of Social Affairs and Labor

**National plan to implement Security Council Resolution 1325**  
**Women, security and peace**  
**2020 – 2022**

## **Preface**

The national work plan is an important step to implement Security Council Resolution 1325 on women, peace and security from the theoretical stage to the practical stage. This plan gathers all the partners to unify the efforts to implement the international resolution, in order to realize the political, legal and patriotism value of the resolution.

The Yemeni government understands the importance of the resolution as it does not consider women as victims of conflict and peace only, however, it believes in their role as an important factor in causing change, defusing conflicts and their role in building communities that based on equality, social justice and achieving human dignity.

For these reasons, the government was keen to formulate an action plan that would respond to the UN resolution on women, security and Peace and all international conventions that were ratified, especially the Universal Declaration of Human Rights as other international treaties and conventions. In addition to that, to confirm " its commitment to protect women during conflicts and enhancing their participation in peacebuilding tracks in accordance with the Security Council Resolution1325.

The plan represents an important "and successful" project to protect women, enhance their position and role, and to preserve internal peace. The plan is the result of national efforts led by the Ministry of Social Affairs and Labor as it is the concerned authority to implement the UN resolution. This effort is the result of the work of all governmental partners and civil society organizations who approved a unified vision to deal with the UN Resolution 1325.

The action plan means taking practical measures, programs and projects to protect women and combat domestic violence. It also helps their access to decision-making positions, and to have their needs as an essential part of development plans.

To ensure the implementation of the plan, the concerted efforts of governmental & non-governmental agencies and international organizations require considering that women protection and the enhancement of their role is the issue of the whole society.

In conclusion, I can only express my thanks and appreciation to the technical team and to all government and non-governmental agencies who participated in preparing the national action plan.

D.Ibtihaj Abdulqader Al-Kamal  
Minister of Social Affairs and Labor

## **Introduction**

The issuance of Security Council Resolution 1325 is extremely important as it puts an end to women violations during armed conflicts and beyond, as an implementation of international covenants, the Universal Declaration of Human Rights and constitutional rights, which urge countries to protect women and prevent them from any violation to their rights in times of conflict, as well as to enable them to participate in the decision-making process.

The Republic of Yemen has taken measures to respect and apply the rules of international law through the Article 6 of the Constitution, which affirms commitment to work with the United Nations Charter and the Universal Declaration of Human Rights, the Arab League Charter, and recognized rules of international law. The Republic of Yemen wasn't satisfied only by ratifying international agreements and conventions which are related to respecting the rules of "International Humanitarian Law" including international covenants to protect women during armed conflict, but also it reflects them on a national laws and legislation framework, it entitles rights without discrimination based on sex and its contribution to all economic, social and cultural fields.

Resolution 1325 of the 4213 session of the Security Council expressed the concern of the United Nations towards the difficult situations that women live around the world due to the persistence of fighting and armed conflicts, which lead to an increase in the number of civilian casualties, particularly women and children.

The wars and armed conflicts that have confronted Yemen over the history have led to negative repercussions on the development, disrupting economic activities, destroying infrastructure, and increasing numbers of displaced people.

The bottom line is that the suffering of the poor and those in need of humanitarian assistance has increased, mostly for women and kids. Despite of the impact of wars and armed conflicts that affect all categories of the society, however, women are more vulnerable to face risk, they bear a heavy burden " of wars' psychological, health, social and economic" effects as well as to displacement and widowhood.

As a consequence, the national action plan (2020-2022) considers the activation of Security Council Resolution 1325 and the subsequent decisions as a response to the security and military challenges in the region, in which it reflects the interest of the Republic of Yemen in respecting human rights and promoting the concept of justice, equality and partnership.

The plan responds to the recommendations of the Security Council that call for partnership with the NGOs to face extremism and enhancing women's participation to play new and important roles in preventing Conflicts.

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

The plan aims to provide protection to women during conflict and post-conflict and to enhance their participation in decision-making positions at the local, regional and international levels. It also aims to enhance their role in conflict prevention and peace-building.

The national action plan includes programs and projects to achieve strategic goals, expected outputs & indicators and define the roles assigned to each party within a specific time frame.

### **First: work methodology**

The Ministry of Social Affairs and Labor is keen on preparing the national plan for women, security and peace, in partnership with all relevant government agencies and NGOs related within a specific and clear methodology that helps in reaching an integrated vision for formulation a national plan.

### **Workshop:**

During August 2018, the Ministry of Social Affairs and Labor organized a three-day workshop in cooperation with the Friedrich organization, in which representatives participated for governmental and non-governmental agencies to formulate a national action plan, in order to implement the Security Council resolution which concerns about the required measures to protect women and girls in conflict and post conflicts within the framework of the four main pillars, which the Arab Executive Action Plan is based on partnership, protection, prevention & relief and recovery to ensure the protection of women during conflicts and post conflict. A technical team has been formed to take over formulation of the plan based on working papers and groups' work results.

### **preparing & formulating the plan**

This phase included the formation of a technical team comprising representatives of the Ministry of Social Affairs and Labor, Yemeni Women Union and Women National Committee for drafting the action plan based on the results of the analysis that was discussed in the workshop and the priorities agreed upon. In light of this, interventions, required activities, outputs, expected results and responsibility for implementation and timeframe were all identified in the draft of the action plan.

## **Meetings to review the plan**

A national committee was formed based on Cabinet's decision No. (106) for the year 2018 to discuss the national action plan draft for women, security and peace, as implementation for the Security Council Resolution 1325 on women, security and peace. The committee includes representatives from the concerned parties to implement the plan (the formation of the committee is attached).

A two-day workshop was held in Aden to discuss the plan's draft and to develop its contents. The Participants were the relevant ministries, specialized NGOs in defending women's rights & women's economic empowerment, and international organizations; the results of this workshop contributed to improve the contents of the plan which go in line with the Security Council resolution 1325.

Another two-day workshop was also held in Amman, Jordan in cooperation with ESCWA to train trainers from the Ministry of Social Affairs and Labor about the Universal Human rights framework, women, peace and security mechanisms, women's participation in peace-building processes and to have a review on the national plan.

## **Second: context and justifications**

- **context**

The population of Yemen is about 26,988,900 people, with males representing 50.4% and females 49.6% of the total population, in light of the population growth rate of 3.4%, it is expected to reach to 53 million people by 2031.

After four years of conflict and continued war, the Yemeni economy has contracted "sharply". Official reports indicate that the 2015 GDP shrank by almost 28%.

The escalating conflict since March 2015 has disrupted economic activities and destroyed the infrastructure widespread. Since the second quarter of 2015, oil and gas exports have stopped, as oil used to cover more than 70% of the total revenue of the country budget and represented 25% of Gross Domestic Product (GDP).

Imports also contracted, apart from food and products bioenergy. The annual inflation rate reached about 30% in 2015, and it is expected to increase significantly greater with the continued poor fiscal performance.

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

The contraction of economic growth presents one of the most prominent challenges facing Yemen today, as it was accompanied with the increase of the proportion of persons below the poverty line that escalated to 85% as a result of the decline continued per capita GDP to \$ 290 in 2016, and it is expected that it will continue to decline in the future. Moreover, the discontinuance of donor financing further deepened the economic downturn, while the destruction of public & private infrastructure and facilities results to high economic losses. Furthermore, it causes wasting of development efforts that formed the base to a better development stage, as well as imposing heavy burdens on next-generation asset rebuilding to restore confidence in the business environment.

It also reflected the impact of the crisis on the labor market and the loss of thousands of workers to their employments and jobs, and thus, the problem of unemployment increased to reach high levels. The government made great efforts to achieve economic stability, oil re-exportation, economic growth and living improvement.

The crisis of the displaced people has worsened with the continuation of the conflict, and estimates indicate that the number of displaced people reached about more than 3 million, and they constitute 13% of the population. The percentage of displaced women increases more than men as the World Bank report in June 2016 indicates that 52% of Internally displaced persons (IDPs) in Yemen are women, and many are responsible for their families in displacement areas.

In the Yemeni context, the absence of adult men can be explained by the death of males as they join a warring group, or because their departure to neighboring cities seeking for jobs. More importantly, their absence makes it difficult for displaced women to access humanitarian aid.

In 2000 Security Council Resolution 1325 was issued on women, security and peace. Yemen affirmed its commitment to the decision and has consistently formulated a national plan for women, security and peace to provide protection for women and girls during conflicts and post conflicts, as well as enhancing their role in economic and social development. Yemen also confirmed fully respect for the International Law, that's applied to their rights and protection as being civilians, in particular the obligations applicable to these parties under the Geneva Conventions of the year 1949 and its 1977 Additional Protocol, and The 1951 Refugee Convention and its protocol for the year 1967, the 1977 Convention on the Elimination of All Forms of Discrimination against Women and its optional

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

protocol, the 1989 United Nations Convention on the Rights of the Child and its two optional protocols which were on May 25, 2000, taking into account the relevant provisions of the basic Rome Statute of the International Criminal Court ICC.

### **Justifications:**

The actual study of the current political situation in Yemen makes us admit that there are justifications and reasons to develop a national plan for women, security and peace, in order to provide protection for women and girls during conflict and post conflicts, and these justifications are:

- Yemen has witnessed many wars throughout history, as it is currently experiencing a violence internal war that caused severe humanitarian damage and many victims, most of them women and children, it also led to undermining the national economy, not to mention the growing activity of the extremist groups.

The situation on ground indicates that women and children are easy targets in armed conflict. Civilian women and girls, just like men, face death during armed conflict, forced to flee, injured and lose their livelihood. Women and girls are exposed to all forms of violence, and they need effective measures to protect them from all forms of violence and to enhance women role in preventing conflicts and contributing in peacekeeping efforts.

- One of the war repercussions is the increasing number of the displaced people, most of them are women and in need of humanitarian assistance, gender programs and projects, in addition to create job opportunities for IDPs in the camps to improve living conditions.
- The influx of refugees from across Africa turns Yemen into a transit point to neighboring countries, as a result, the existence of refugees exploitation in armed conflicts by Houthis and in all forms of human trafficking & smuggling; all of that contributes in the country's disorder and in security disturbances .

All of these reasons and justifications that led to a sense of the importance to take the necessary measures to protect women and girls of all forms of increasing violence beside the discriminatory practices against them.

The whole of these theoretical and realistic justifications call for Yemen to work seriously to implement Resolution 1325 and its complementary decisions, through developing a national action plan that responds to the needs of the current stage Yemen is going through.

The national plan is a glimmer of hope and a window that must be opened to accommodate women's rights and ambition to ensure their protection from the effects of wars or armed conflicts, and crimes against humanity. Furthermore, to make women as a right demander, rather than being a right's topic that is issued and implemented in women isolation.

### **Third: The situation of women in Yemen during armed conflicts and post conflicts**

- **Women during conflict**

Women are further marginalized and subjected to violence crimes during and post- wars, and it is rarely to observe a gender perspective in planning and implementation.

Therefore, it is necessary to pay attention to the reality of women situation in war and post-war by conducting field studies to consider women needs and conditions. Also, by preparing appropriate programs of war & conflicts wounds treatment on women, and how to protect their acquired rights, as available current studies in Yemen which point that there is an increase in poverty among women, and an increase in the percentage of female breadwinners for families, beside suffering from psychological stress that leads to severe mental disorders among women. Current studies indicate a deterioration of women conditions during the conflict in Yemen in all educational, health, economic, and political fields; there is even a fear that the role of women will decline in implementing what it has accomplished to break social and cultural restrictions in 2011 through the National Dialogue outcomes, including the “quota, and this leads to a decline in all the achievements of women in the past decades.

Armed conflicts and tensions in Yemen in more than one region have affected the humanitarian situation for women. It affected the security, financial and moral aspects of life. Currently, women feel of insecurity, fear, lack of public resources services, and lack of health care.

Moreover, women experience poverty and hunger, displacement with their children and searching for safety & a living after losing the only breadwinner in the family” husband”. Women are lonely bearing the burden

of their children, under the pressure of being subjected to harassment and psychological, sexual and verbal abuse, which increase their suffering. Perhaps the worst effects of wars and conflicts on women is decreasing their human rights, such as the right to live in dignity, safety and stability, the right of education & work, and the right of mobility & living without poverty. Regard this, studies showed that women are suffering more in times of conflicts due to the exacerbation of their responsibilities towards their families and society.

The Yemeni Unity Constitution (1990) concerned with the existence of a basic rule to eliminate discrimination against women, according to CEDAW treaty, as Article 24 stipulates, the state guarantees equality for all citizens politically, economically and socially, and Article 31 stipulates that women are sisters of men, they have rights and responsibilities that are guaranteed and obligated by Sharia, and stipulated by law. Also as stated in Article 41 of the Constitution all citizens are equal in rights and public duties, Article 42 Every citizen has a right to contribute in political , economic and social life, and the state guarantees freedom of thought and opinion expression by speaking, writing and photographing within the limits of the law.

The war escalated in March 2015, various types of weapons are used, and it was the last straw when it led to commit grave breaches to international law, causing the largest human-made humanitarian catastrophe. The death toll has increased, as well as the number of people in need of urgent humanitarian assistance to %82 which means 21.2 million people, in addition to 14.1 million people in needs of protection. The number of displaced people increased to 2.76million, including 260 schools which are used as shelters, and thus it barriered the education in them.

All UN reports and studies assured that women humanitarian situation aggravated during war, as women face huge difficulty in everyday life, as a result of illiteracy, difficult health conditions and because of their sustenance for their families. Furthermore, there is a sharp decrease in agricultural production that women represent about 51.3% of its workforce.

Many cases are registered that indicate the existence of gender-based violence including sexual assault, harassment and physical abuse especially for female activists.

This was clearly demonstrated in the 2011 Arab Spring revolution, as well as domestic violence, especially among displaced women.

Political and armed conflict led to a noticeable increase in the underage marriage; this deterioration threatens the previous and positive efforts & achievements in this field.

War threatens women's right of life and endangers their lives, and subjects them to displacement, and loss. The security of women can't be achieved except in a safe society, and it must be emphasized that human security is within the country or at the international level, is not only because they are the basis of society and the pillar of its continuity, but because women are primarily human beings with a human rights guaranteed to live with dignity.

- **Political participation of women**

There is a high participation of women in dialogues, as women participated in the National Dialogue Conference that was held during March 2013 to January 2014, when women obtained a 30% participation rate of the total number of 565 participants. Women also participated in drafting the constitution of the federation state, and the number of female participants were 4 compared to 13 men, and they constitute more than 23% of the total participants. The number of women in the parliament is 2 compared to 299 for men and the number of women in ministerial positions is 2 compared to 35 for men. Also, it was agreed at the National Dialogue conference that 30% quota for women in governing bodies and institutions. Beside that woman will be present at any peace negotiations which are held under the auspices of the UN envoy, and there will be a part for women in the negotiations with no less than 30% for them "This reflects the government's keenness to enhance women's participation at all standards at decision making positions".

- **Women's participation in peacekeeping operations**

According to a report issued by the Restructuring Committee of the Ministry of Interior in March 2012, “ 2,688 “ women only work in the police force, compared to nearly 169,000 men, meaning that women constitute only 1.7% of the total staff of the Yemeni police. There is no recent data available on the rate of women's participation at the security services, especially since the females’ work in the security services is almost suspended due to the war. A report of The Yemen Polling Center for public's opinion 2013 indicates the participation of women in

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

counter-terrorism efforts in Yemen. Women also participates to carry out inspection tasks at security points or form a security belt in emergencies”.

Women got training courses inside and outside Yemen to carry weapons, security raids and the fight against organized crime.

In order to achieve gender balance in the army and police, documents of the National Dialogue Conference included outcomes regarding the army and security structuring and their role to " enable and expand women's participation in the fields of the army, security, and intelligence services and to organize it by law ". Since 2000, women have been allowed to join security institutions, after it was in the past an exclusive domain of men.

- **Relief and recovery for women and girls during conflict and post-conflict**

The child friendly spaces project is implemented including girls to provide psychological support services, women's training and rehabilitation center has been established (Center for Violence) in the Yemeni Women Union in 2017, and is still in the establishing process.

King Salman Humanitarian Aid and Relief Center is working to provide normal life needs in camps for the displaced people, such as medicines, shelters and education.

A number of relief programs have been approved including specialized clinics that provide all medical services for Yemeni refugees and displaced people in Djibouti, as well as projects to deliver clean and drinking water to IDPs in several areas of Yemen. Beside several projects to provide educational services, including two satellite channels broadcast nearly 4,000 direct lessons, benefiting over a million students. IDP camps have been established by the government and the UAE Red Crescent in several regions of Yemen.

#### **Fourth: Legal frameworks to protect women**

##### **International agreements and conventions ratified by the Yemeni government**

The Republic of Yemen has ratified conventions and protocols for the protection of women during conflicts in the following:

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

- Geneva Convention for the Amelioration of the Condition of the Wounded and Sick in Armed Forces in the Field 1949.
- Geneva Convention for the Amelioration of the Condition of Wounded, Sick and Shipwrecked Members of Armed Forces at Sea 1949.
- Geneva Convention for the treatment of prisoners of war 1949.
- Geneva Convention relative to the Protection of Civilian Persons in Time of War 1949.
- The additional protocol to the Geneva Conventions relating to the protection of victims 1977.
- The second additional protocol to the Geneva Conventions relating to the Protection of Victims of Non-International Armed Conflicts 1977.

### **National laws and mechanisms to protect women**

- The Code of Military Crimes and Penalties No. 21 of 1998.
- The Code of Military Penal No. 6 of 1996.
- The law of the regulation and use of the emblems of the Red Cross and the Red Crescent and the prevention of their misuse, No. 43 of 1999.

The National Committee of the Universal Humanitarian Law was established in 1999 and it has humanitarian concerns. It is headed by the Minister of Foreign Affairs, membership of the Ministry of Health, Ministry of Legal Affairs, Ministry of Justice, Ministry of Education, Ministry of Information, Ministry of Defense, Ministry of Foreign Affairs, and Red Crescent Society.

### **Fifth: The goals and priorities of the National Action Plan for Women, Security and Peace**

#### **The goal of the plan**

The plan aims to protect women during conflict and post-conflict, to enhance their participation in peacekeeping operations, and in economic and social development.

#### **Priorities of the national action plan**

The executive action plan to implement Resolution 1325 was based on the following pillars:

- ❖ **Participation:** Increasing women's participation in legislative, executive and judicial authority levels, in security and army, and in domestic and international mechanisms to monitor the implementation

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

of the Universal Convention on Human Rights, in the diplomatic corps, and in dealing with conflicts & maintaining peace.

- ❖ **Prevention:** Establishing gender-sensitive early warning mechanisms, increasing women's participation in preventing extremism and violence, activating laws and legislations, and qualifying police and army cadres to prevent violence against women.
- ❖ **Protection:** Provide health, psychological and legal support services for women and girls who are victims of violations and abuse, developing guidelines for service providers and implementing programs to empower women in times of conflict and post conflict, provide education for girls, and establish centers for the rehabilitation of women and girls who are subjected to violence.
- ❖ **Relief / recovery:** Providing the needs of vulnerable groups of refugee and displaced women & girls, and victims of violence. Providing their needs of relief and care services, involve women in disarmament and humanitarian relief and aid efforts, and implement immediate programs to empower women to integrate into host societies.

- **References to the National Plan for Women, Security and Peace**

The resolution of the Security Council 1325 on Women, Security and Peace and its subsequent decisions No. 2242 in 2015, and No. 2250 in 2015 are basic references in drafting the National Plan for Women security and peace in Yemen, in addition to the results of the national consultations as well as the regional context for security and peace.

- **The strategic goals of the national plan**

The outcomes that are based on the national and local consultations which stand on the international references around women, security and peace, and the regional and national context, four strategic objectives were agreed upon the national plan, Women, Security and Peace, which will be pursued during the years 2019-2021:

- The first goal: To enhance women's participation at all levels in decision-making positions.
- The second goal: to ensure the prevention of conflicts and all forms of sexual violence, extremism and terrorism.

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

- Third goal: To enhance the protection of women from all forms of violence.
- Fourth goal: Providing women with the humanitarian needs during conflicts and post conflicts considering gender-based sensitivity.

### **Sixth: Following up and Evaluation System (Monitoring System)**

The Ministry of Social Affairs and Labor is the body responsible for setting up follow-up and evaluation mechanisms for the national action plan that involves all government agencies and NGOs which are concerned in carrying out activities of the national plan, and are considered as an entrusted reference with supervision, follow-up, evaluation, and defining its tasks and specialties.

The ministry will also coordinate between all sectors. It will also form the programs and activities that are included in the plan, in order to reach the required goals.

These goals are subjected to evaluation and development considering new developments. Moreover, Indicators have been established for all activities to assess the level of their implementation.

### **Appendix No. (1) the technical team to review and draft the national action plan to implement Resolution of Security Council 1325**

-Ghazi Abdullah Abdulrab	Chairman
-Fatima Mohammed Yaslm :	The Ministry of Social Affairs and Labor
-Wafa Naser Bhian :	The Ministry of Planning and International cooperation
-Radman Abdulraheem Al-Zoqari:	General Secretariat for the Cabinet.
-Fatima Saeed Abdo Al-Moraisi:	Yemeni Women Union -Aden.
-Maha Mohammed Awed:	Wogood for Human Security
Iman Omar Abdullah	Woman National Committee

### **Appendix No. (2) Agencies participating in the workshops to prepare and discuss the national plan to implement Security Council Resolution 1325**

#### **Governmental agencies:**

The Ministry of Social Affairs and Labor

The Ministry of Education

Ministry of Defense

Ministry of Local Administration

The Ministry of Planning and International Cooperation

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

Ministry of Justice  
Ministry of Foreign Affairs  
Ministry of Interior  
Human Rights ministry  
Ministry of Legal Affairs  
Ministry of Public Health and Population  
Ministry of Information  
General Secretariat for the Council of Ministers  
Disabled Fund  
Social Welfare Fund  
National Women's Committee

**Non-governmental agencies:**

Yemeni Women's Union  
International Organization for Migration  
United Nations Organization (UN)  
United Nations Population Fund (UNFPA)  
The United Nations High Commissioner for Refugees  
Care Organization  
Leaders for Development  
Be Human Foundation  
Wogood for Human Security  
Rasil Foundation for Development & Media  
To Be Foundation for Rights and Freedom  
Hand by Band Foundation

**Appendix No. (3) of the National Committee formed by Cabinet Resolution No. (106) 2018 to discuss the national action plan:**

**Headed by the Minister of Social Affairs and Labor and the membership of:**

- Two members representing the Ministry of Social Affairs and Labor, who are appointed by the Minister
- A representative of the Ministry of Interior
- A representative of the Ministry of Defense
- A representative of the Ministry of Justice
- A representative of the Ministry of Human Rights
- A representative of the Ministry of Foreign Affairs
- A representative of the General Secretariat of the Cabinet
- A representative of the Ministry of Planning and International Cooperation
- A representative of the Ministry of Education

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

- A representative of the Ministry of Public Health and Population
- Ministry of Local Administration
- A representative of the Ministry of Legal Affairs
- A representative of the Ministry of Information
- A representative of the Women National Committee
- A representative of the Yemeni Women Union
- Two members representing NGOs chosen by the Minister of Social Affairs and Labor

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

**The first goal: To enhance women's participation at all levels in decision-making positions**

<b>Outputs</b>	<b>Interventions / activities</b>	<b>indicators</b>	<b>Implementation responsibility</b>	<b>Timeframe</b>
Women presence in Decision making positions	Involving women's participation in decision making positions at the legislative, executive and judicial authority levels	The increase of women percentage in decision making positions	All ministries Parliament	2020-2022
Ensuring women representing in Peace negotiations	Involving women in peace negotiations at least 30%.	Women participation percentage in Peace negotiations	Cabinet United Nations	2020-2022
Ensuring women representing in Monitoring Committees for Ceasefire, Detainees, Prisoners of war, and Reconstruction Program	Involving women representing in Monitoring Committees for Ceasefire, Detainees, Prisoners of war, and Reconstruction Program	Women participation in monitoring, relief and reconstruction committees	Ministry of Interior Ministry of Defense	2020-2022
Available information on qualified women for positions in international and regional organizations	Preparing a database on experiences & women leaders who are qualified to fill powerful positions in	Existence of an information system on qualified women leaders & experiences	Ministry of Foreign Affairs	2020

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

	the diplomatic corps, regional and international organizations	to work in the international & regional organizations		
Ensure that women are represented in committees of conflicts' prevention and confrontation	Including women's organizations in committees & activities that prevent conflicts and address them	Women participation percentage in committees of conflicts' prevention and confrontation	Ministry of Interior  NGOs	2020-2022

**The first goal: To enhance women's participation at all levels in decision-making positions**

<b>Outputs</b>	<b>Interventions / activities</b>	<b>indicators</b>	<b>Implementation responsibility</b>	<b>Time frame</b>
Existence of a representation of women in the local, regional and international mechanisms	Supporting the inclusion of women in local & international mechanisms to monitor the implementation of the Universal Human Rights treaty and for the special agreements of women protection in armed conflict	The increase of the percentage of women in local mechanisms to monitor the implementation of the Universal Human Rights and Women Protection	Ministry of Human Rights	2020-2022
women representing in regional and international organizations	Suggestion of qualified female to fill powerful positions	The increase of the percentage of qualified women to fill positions in regional &	Ministry of Foreign Affairs  United Nations organizations NGOs	2020-2022

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

and diplomatic missions	in regional & international organizations and diplomatic missions.	international organizations and diplomatic missions		
Trained women in the negotiation & in transitional justice fields	women training in negotiations, conflict resolution and transitional justice	Number of trained women		2020-2022
Increased the representation of women in the Army And security Forces	Increasing women's participation in the Army and Security Forces.	The increase of women percentage in the militarism sectors and security Forces	Ministry of Interior  Ministry of Defense	2020-2022
Responsive environment to the needs	Implement awareness campaigns in all the governorates about the importance of women's participation in peace and security operations.	Number of implemented awareness campaigns	Ministry of Interior  Ministry of Defense	2020-2022

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

**The second goal: to ensure prevention of conflicts and all forms of sexual violence, extremism and terrorism.**

<b>Outputs</b>	<b>Interventions / activities</b>	<b>indicators</b>	<b>Implementation responsibility</b>	<b>Time frame</b>
Early warning gender sensitive mechanism	Establishing early warning systems and taking measures to reduce the risks of violence and the violations of women rights	Existence of an early warning system of the risks of violence	Ministry of Human Rights  NGOs  Women National Committee  Yemeni Women Union	2020-2022
Women participation in plans of early response to conflicts	women involvement in developing early response plans and conflict prevention	The percentage of participating women in developing plans	Ministry Human Rights  NGOs	2020-2022
Monitoring women violations	Monitoring human rights violation, focusing on women and girls during conflicts and post conflicts	The number of women and girls who faced violation	Ministry of Human Rights  NGOs  Women National Committee  Yemeni Women Union	2020-2022
Evidence for combating violence	Issuing standard guides for combating violence against women.	The number of the standard guides	Ministry of Human Rights NGOs Women National Committee  Yemeni Women Union	2020

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

Qualified staff in military and security institutions to deal with violence against women	Working on training programs for the police and the army to prevent violence against women and girls.	Number of training programs directed to the police and the number of those who benefit from it	Ministry of Interior  Ministry of Defense	2020-2022
---	---	--	---	-----------

**The second goal: to ensure prevention of conflicts and all forms of sexual violence, extremism and terrorism.**

Studies and research around all forms of violence against women and girls during conflicts	Preparing studies and research on violence against women and girls, and on sexual violence in conflicts.	The number of reports and studies that have been Prepared	NGOs  Women National Committee  Yemeni Women Union	2020-2022
available information about women affected by violence	Create an information system to monitor all forms of violence against women and girls.	Number of violence against women cases	Ministry of Human Rights/ NGOs/ Yemeni Women Union/ Women National Committee	2020-2022
Develop awareness and prevention of conflicts programs	Develop a police and army guideline to prevent violence against women.	A guideline to prevent violence	Ministry of Interior	2020

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

Women contribute in prevention of extremism and violence efforts, and respond to the gender needs	Organizing awareness campaigns against gender-based violence and on the role of women to prevent extremism and violence.	Number of awareness campaigns implemented	Ministry of Information/ NGOs/ Women National Committee/ Yemeni Women Union	2020-2022
Available information for women on available services	Provide information to women during conflicts, about the services provided and the ways to reach it.	Number of women who can reach the human services	Ministry of Social Affairs And labor/ Ministry of Health/ United Nations population Fund	2020-2022
Women with skills in dispute settlement	Selection and training of women in “negotiation and mediation” to become members of Mediation and Conflict Resolution committees in local societies	Number of trained women	Ministry of Social Affairs And Labor/ Women National Committee/ Yemeni Women Union	2020-2022

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

**Third goal: To enhance the protection of women from all forms of violence.**

<b>Outputs</b>	<b>Interventions / activities</b>	<b>indicators</b>	<b>Implementation responsibility</b>	<b>Time frame</b>
Having qualified teams to monitor the effects of conflict	Allocate eligible teams to monitor Effects of conflict on women	The number of reports to reveal conflicts effects	Ministry of Human Rights NGOs	2020-2022
Health, Psychological and legal support services for affected women	Providing legal support services, Health care, education, Psychological support and protection for women and girls who are victims of violence	A system to ensure providing care and protection to girls and women from terrorism	Ministry of Health Ministry of Justice NGOs UNICEF	2020-2022
Health, psychological and legal guidelines	Developing guidelines for the providers of legal health and psychological services	The number of the guidelines	Ministry of Health Ministry of Justice	2020
Service providers are qualified to provide services for women who are victims of violence	Abilities building for service providers in the legal, health fields for women & Girls who are victims of violence	Number of service providers trainees	Ministry of Social Affairs And Labor Ministry of Justice Ministry of Health	2020

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

Women trained in Projects management and marketing of products	Capacity building in project management and marketing	The number of trainees in project management	Ministry of Social Affairs And Labor NGOs	2020-2022
Available loans for women to set up small projects	Granting soft loans to set up small projects to enhance resilience in times of conflict and beyond	Number of female loan beneficiaries	Microfinance company	2020-2022
Existence of programs to empower women in times of conflict	Implement programs to empower women in times of conflicts and beyond and provide education for girls	Number of empowerment programs in camps of IDP in conflict areas and the number of beneficiaries	NGOs UNHCR	2020-2022
Active laws and regulations to protect women	Activating laws and legislations related to protecting women from violence	The number of laws that have been activated	Ministry of Justice Ministry of Legal Affairs	2020-2022
Ensure that women are protected from all forms of violence	Create a special law to protect women in times of emergency, armed conflicts and guarantee punishment to the perpetrators	A law to protect women and girls	Parliament Yemeni Women Union Women National Committee	2022

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

Available Programs for women about reproductive health	Implementing reproductive health, Motherhood, childhood, women & girls, refugee programs in Conflict areas	Number of implemented programs and beneficiaries	Ministry of Health  NGOs	2020-2022
--	--	--	--------------------------------	-----------

**Fourth Goal: Providing women with the humanitarian needs during and after conflicts, which are sensitive to gender.**

<b>Outputs</b>	<b>Interventions / activities</b>	<b>Indicators</b>	<b>Implementation responsibility</b>	<b>Time frame</b>
Women qualified to integrate into the society	Establishing rehabilitation programs for former women combatants who were linked to armed groups	Number of programs implemented and number of beneficiaries	Ministry of Interior  UNHCR  NGOs	2020
Women participate in disarmament programs	Involving women in disarmament programs	The number of women in disarmament programs	Ministry of Interior Ministry of Defense	2020-2022
Medical services are available for affected women	Providing mobile clinics and medical & relief services and essential medicines to reach the displaced, refugee and affected women	Number of female beneficiaries From medical services	Ministry of Health  Relief Committee	2020-2022

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

Affected women reach valid materials and drink water	Providing food and drinkable water	Number of beneficiaries of food materials	High Relief Committee	2020-2022
Availability of women needs	Providing special relief needs for women	Number of beneficiaries from clothes, covers and relief needs	High Relief Committee	2020-2022
Education programs are available for affected girls from conflict	Implementing education programs for affected girls from armed conflicts and their reintegration in schools and universities	The increase percentage in the number of females beneficiaries	The Ministry of Education  UNICEF	2020-2022

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

**Fourth Goal: Providing women with the humanitarian needs during and post conflicts considering gender sensitivity in response.**

<b>Outputs</b>	<b>Interventions / activities</b>	<b>Indicators</b>	<b>Implementation responsibility</b>	<b>Time frame</b>
<u>women knowledge of all violence forms</u>	Hold workshops and training courses in the Gender-based violence field	The number of female trainees	The Ministry of Social Affairs and Labor/ Women National Committee/ Yemeni Women Union	2020-2022
<u>Women knowledge of refugees' rights</u>	Holding training courses on refugees' rights Convention, and the treaty of all forms of Discrimination Against Woman	The number of trainees	UNHCR	2020-2022
Improve chances of getting work for the displaced and refugees in the host communities	Immediate programs to enable and improve work opportunities and livelihoods for the displaced and refugees, and their integration into host communities	The number of beneficiaries of the enabling programs	The Ministry of Social Affairs and Labor/ UNHCR/ International Labor Organization	2020-2022
Database on the displaced and refugees	Provide data and	Existence of the database on	Relief Committee/	2020-2022

Informal translation processed by the Peace Track Initiative and translated by translator A. Nasser. The Peace Track Initiative is not responsible for any inaccuracies.

	information on the displaced & refugees to organize the distribution of the relief aids	IDPs and refugees	The Ministry of Social Affairs and Labor/  UNHCR	
Women are qualified to manage crises, disasters and evacuation procedures	Women training in crisis and disaster management and evacuation procedures	Number of qualified women in crisis and disaster management & Evacuation	UNHCR  Ministry of Interior  NGOs	2020-2022
Qualified women in field of Relief, medical & ambulance services	Women training to work in medical services, ambulatory, civil defense and to work in relief and humanitarian field	Number of women eligible for work in the camps for the displaced & refugees	Ministry of Interior  NGOs	2020-2022
Refugee and internally displaced women Help in relief programs	Involve displaced and refugee women in planning and implementing aid programs and relief	The percentage of women participating in implementing humanitarian aid programs	Ministry of Social Affairs And Labor/ Ministry of Planning and International Cooperation/ Relief Committee/	2020-2022