

Gender Strategy for UNDP's Stabilization Pillar

A Roadmap for Gender Equality and the Empowerment of women and Girls

January 2022

Authors (Gender Specialist):

Gulistan Ibadat _____

UNDP Stabilisation Pillar, Iraq

UNDP, Baghdad, 2022.

UNDP is the leading United Nations organization fighting to end the injustice of poverty, inequality, and climate change. Working with our broad network of experts and partners in 170 countries, we help nations to build integrated, lasting solutions for people and planet.

CONTENTS

ACRONYMS & ABBREVIATIONS	4
SECTION.1. INTRODUCTION	5
1.1. Background	5
1.2. UNDP's Stabilisation Pillar	7
1.2.1. FFS and Gender	7
1.2.2. ICRRP and Gender	7
1.2.3. BREP and Gender	8
1.3. Methodology to develop the Gender Strategy - 2022-2024	9
SECTION.2. GENDER IMPACT & LESSONS LEARNED	11
2.1. Impact of Stabilisation Intervention	11
2.2. Lessons Learned on Gender Integration	11
SECTION.3. UNDP'S STABILISATION APPROACH TO GENDER MAINSTREAMING	15
3.1. Approach at Stabilisation	15
3.2. Gender Responsive Interventions	15
3.3. Gender is Mainstreamed Across Stabilisation Projects and Intervention	17
3.4. Application of Gender Marker	18
3.5. Guiding Principles for gender equality	19
SECTION.4. INSTITUTIONAL FRAMEWORKS FOR GENDER EQUALITY AT THE STABILISATION PROGRAMME	20
4.1. Gender Strategy for the UNDP Stabilisation Pillar	20
4.2. Gender Annual Work Plan	22
4.3. PSEA Policy for Stabilization	22
SECTION.5. GUIDELINES AND MEASURES FOR GENDER MAINSTREAMING	23
5.1. Technical Assistance and training on gender competencies	23
5.2. Women's participation in decision making structures	23
5.3. Gender Responsive Sectoral Assessments	24
5.4. Gender Integration in Monitoring and Evaluation	24
5.5. Protection from Sexual Exploitation and Abuse (PSEA)	24
5.6. Working in Partnerships to Promote Gender Equality	25
SECTION.6. ANNEXES	27
ANNEX 1: GENDER TERMINOLOGIES:	27

ACRONYMS & ABBREVIATIONS

BREP:	Building Resilience through Employment Promotion .
CfW:	Cash-for-Work
CEDAW:	Committee on the Elimination of Discrimination against Women
CSO:	Civil Society Organization
GBV:	Gender Based Violence
SGBV:	Sexual and gender-based violence
MSME:	Micro, Small and Medium Enterprises
M&E:	Monitoring and Evaluation
SDGs:	Sustainable Development Goals
RBAS:	Regional Bureau for Arab States
FFS:	Funding Facility for Stabilization
IDP:	Internally Displaced Person
IOM:	International Organization for Migration
ISIL:	Islamic State of Iraq and the Levant
ICRRP:	Iraq Crisis Response and Resilience Programme
NGO:	Non-Governmental Organization
SMEs:	Small and medium-sized enterprises
PSEA:	Protection from sexual exploitation and abuse
PHCs:	Primary Healthcare Centers
MoLSA:	Ministry of Labor and Social Affairs
UN:	United Nations
UNDP:	United Nations Development Programme
UNESCO:	United Nations Educational, Scientific and Cultural Organization
UNFPA:	United Nations Population Fund
UNHCR:	United Nations High Commissioner for Refugees
UNICEF:	United Nations International Children's Emergency Fund
WHO:	World Health Organization

January 2022

SECTION.1. INTRODUCTION

1.1. Background

The violence of the protracted conflict in Iraq has affected women more adversely than men. Iraq has been dealing with conflict, insecurity, and instability for decades.

Iraq is an upper-middle-income country with a low Human Development Index (HDI) of 0.674 ranking 123 out of 189 countries and territories¹ despite overall economic wealth as a petroleum exporting country. Iraq had been making slow progress in human development up to 2012-2013 when gains were reversed with the emergence of the Islamic State of Iraq and the Levant (ISIL). The ensuing conflict forced more than 6 million Iraqis to flee from violence, creating a massive crisis of internal displacement in the country².

After the defeat of ISIL in late 2017, conflict-affected areas in the country experienced an uptick in returns of their internally displaced persons (IDPs). As per IOM September 2021 report, out of 6.1 million recorded IDPs, 4,939,074 IDPs have returned home, whereas 1,189,581 of them remain internally displaced

The 1.19 million IDPs face critical challenges and obstacles that hinder their return to their areas of origin. Damaged and destroyed houses and inadequate livelihoods and income-generation opportunities remain foremost among the challenges. 57 per cent of the total conflict-affected population still live below the poverty line³, with women and girls comprising 29 per cent⁴.

Even among those who have already returned, there remain substantial challenges in providing durable solutions and prevent vulnerable populations from falling back into

displacement and facing exacerbated levels of vulnerability. Challenges include remaining high levels of conflict-related damage to housing and infrastructure; lack of access to social services, jobs and income generating activities, particularly for women and young people; social cohesion challenges; safety and security issues, including high levels of community violence and sexual violence against women and girls; and others.

This has been translated into a denial of sustainable livelihoods which has increased their risk exposure to a wide range of external shocks – natural disasters, continued cultural and social discrimination, as well as the harmful traditional practices that have denied them access to opportunities and productive resources. These combined with a steady decline in resource endowments and the depletion of rural assets have compelled women, especially in the rural communities, to retreat into subsistence survival strategies. Women have been and continue to be under extreme oppression in terms of education, health, employment, and freedom to move among which have restricted their participation in economic activities.

This is extensively recognized that women and girls are the primary victims of any conflicts⁵. Women are more impacted by conflict as compared to the other groups of population. The conflict imposes on them different and multiple forms of vulnerabilities resulting from exploitation, abuse, slavery, disease etc. In addition, in there turning communities' women take lead roles in unpaid caretaking for children and elderly, and support the process of rebuilding their homes, infrastructure, restoring and developing traditions etc are due to those vulnerabilities and existing gendered expectations and societal values that limit women's possibilities to participate in decision-making and accessing available resources.

1 UNDP (2021), 2020 Human Development Report - Iraq country profile: http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/IRQ.pdf

2 IOM Iraq (2020), IOM Iraq Displacement Tracking Matrix (DTM)

3 Predicted consumption less than 110,000 IQD/person/month, or less than USD 3/person/day, as defined by the Cash Working Group and based on World Bank and Ministry of Labour and Social Affairs social protection models. Re-cited from UN-OCHA (2019),

4 UN-OCHA (2019), op.cit

5 <https://www.usip.org/publications/2006/08/role-women-stabilization-and-reconstruction> (13.3.2017)

Women hold only 25.2 percent of parliamentary seats, and only 39.5 percent of adult women have reached at least at secondary level of education compared to 56.5 percent of men.⁶ For every 100,000 live births, 79 women die from pregnancy related causes; and the adolescent birth rate of 71.7 births per 1,000 women aged 15-19, reflect child marriage and early childbirth among young girls.⁷ These are specifically linked to existing practices (e.g. child marriage but also lack of healthcare and pre-natal services due to lack of infrastructure and services. In accordance with UNDP Gender Inequality Index (GII)⁸ 2020, Iraq ranked 146 out of 162 countries. Meanwhile, only 11.6 percent of women compared to 74.2 for men participate in the labour market.⁹ This is lower than that of the neighbouring countries with rigid cultural norms against women's labour participation, such as Algeria (14.6 %) and Saudi Arabia (22.1 %). Amongst youth, approximately 65 percent of young women were unemployed compared to 32 percent of young men in 2018.¹⁰ This gives Iraq one of the highest gender gaps in labor participation worldwide. Beyond the intrinsic value of empowering women and girls, greater gender equality in the labor market is smart economics. Boosting female labor force participation enough to raise the country's labor force participation rate to its income group would increase GDP per capital by almost 31% (World bank, 2021).

Similarly challenges related to labor demand is another factor and weak labor demand, while affecting both women and men, disproportionately impacts women, as the few jobs that are created are in the oil-related, male-dominated industries. And

the combined sectors of manufacturing and agriculture only constitute less than 6% of GDP. Employment opportunities for women are consequently limited to the public sector (also aligned with preferences), which given the fiscal constraints of the country, is limited in size and growth potential.

In addition, challenges related to labor supply is another aspect and women's capital accumulation, especially in terms of formal education and skills, plays a pivotal role in the labor market outcomes they experience. There are significant gender gaps in education and technical skills. Only one in two girls complete primary education compared to three out of four boys. These gaps are accentuated with age, 40 % of girls and 80 % of boys at age 13 still attend school, and are even more striking for women in rural areas, who being to drop out of school at the age of nine. Another obstacle for women to starting a business including access to property and inheritance play a key role that include lack of financial support to start a business. Women reportedly face higher collateral requirements for example), discriminatory inheritance and property laws, combined with traditional social norms, make it hard for rural women to own agricultural land, etc. Another key aspect is barriers to social norms for women and these societal expectations remain a barrier to women's engagement in employment. Women's position in society and within their families as wives and care providers constrains their participation in the labor market for example.

The situation for Iraqi women, despite the Government of Iraq's best efforts to address gender inequality, has declined steadily since 2003. Women in Iraq comprise 57% of the total population and one in every 10 Iraqi households is headed by a widow, because of series of wars and internal conflicts. A combination of these factors and decades of wars, conflict, violence and sanctions, Iraqi women have suffered economic, social, and political marginalization in every level. An

⁶ Ibid.

⁷ Ibid

⁸ UNDP: Human Development Report (2020). "The Next Frontier: Human Development and the Anthropocene" Briefing note for countries on the 2020 Human Development Report: Iraq. Available at: http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/IRQ.pdf; last accessed on 22 February 2021, at p. 5.

⁹ Ibid

¹⁰ Multiple Indicator Cluster Survey, 2018. At p. 43.

Oxfam survey recently revealed that 55 % of the female respondents have been victim of violence and 22 % have experienced domestic violence.

1.2. UNDP's Stabilisation Pillar

Considering Iraq context, all these challenges call for support for women, girls and men and boys through UNDP's on-going programmes under the Stabilization Pillar - the Funding Facility for Stabilization (FFS) and the Iraq Crisis Response and Resilience Programmes (ICRRP) - the Building Resilience through Employment Promotion (BREP). With a gender responsive stabilization programme, support will be provided in priority infrastructure rehabilitation, livelihood, capacity support and social cohesion interventions.

1.2.1. FFS and Gender

UNDP's Funding Facility for Stabilization (FFS) was established in June 2015, with the international community's commitment, to support the stabilization efforts of the Government of Iraq across the areas liberated from ISIL in the five governorates (Anbar, Diyala, Salah Al-Din, Kirkuk, and Ninewah). In 2022, UNDP continues to support the Government of Iraq with efforts to stabilize 31 areas that have been liberated from occupation by the Islamic State of Iraq and the Levant (ISIL). The FFS is designed to support the sustainable return of internally displaced Iraqis through four Windows.

1. Window One: Public works and light infrastructure rehabilitation.
2. Window Two: Livelihood support.
3. Window Three: Capacity support for local governments.
4. Window Four: Social Cohesion and community reconciliation.

Under the four windows of the FFS project, gender equality is streamlined across interventions to support both men and women. The enhancement of women leadership and participation is a central priority. Given the fragile conditions prevailing in many liberated areas, concerns relating to human rights, protection, gender, and inclusion that are considered during the prioritization and sequencing of activities. The FFS' gender equality efforts include advocating for women's and girls' equal rights, combatting discriminatory practices and challenging the roles and stereotypes that perpetuate inequalities and exclusion. As entry points, FFS introduced some solid and practical steps including designing and implementing of several women-specific projects, such as CfW for all-female teams (repairing school desks etc), as well as focus on rebuilding girls' schools, women's education university facilities, maternity hospital in Mosul, PHCs etc. There is also an increasing emphasis on looking at livelihood support in the agriculture sector. And this is relevant from a gender point of view, as the main sector of employment for women in rural areas is agriculture (55% of women in rural areas are employed in agriculture, compared to 21.5% of men).

1.2.2. ICRRP and Gender

In response to Iraq crisis, UNDP developed the Iraq Crisis Response and Resilience Program (ICRRP) to support the country's early recovery and resilience agenda. ICRRP was strategically realigned for primarily direct efforts toward sustainable livelihoods support through provision of training, job placement and small business grants for women and men. The ICRRP has following outputs:

Output 1: Crisis response, recovery, preparedness, and prevention structures strengthened.

Output 2: Basic service delivery improved in target locations through rehabilitation of community-based infrastructure.

Output 3: Vulnerable households within communities hosting IDPs and refugees will become more resilient through improved livelihoods opportunities.

The ICRRP programme has a strong focus on gender mainstreaming across interventions with signature of two new protection projects to end GBV through capacity building of Police Officers in collaboration with the Joint Crisis Coordination Centre in Kurdistan region to better provide support for GBV survivors. Another project focuses on integration of GBV component in sustainable livelihood projects to address Intimate Partner Violence through awareness raising of couples, community leaders in Diyala governorate. Special efforts are made to address the specific needs and opportunities of men and women affected by crisis, within all programming, ensuring proper referral mechanisms are in place for cases of Gender Based Violence (GBV), Sexual and Gender-Based Violence (SGBV). and project activities are conducive to women's participation from the outset - for instance, the specific identification of emergency jobs and employment opportunities for women, noting the social and cultural challenges women face. In addition, more efforts are made towards women empowerment through livelihoods activities including CfW, SMEs, vocational education, and others.

1.2.3. BREP and Gender

UNDP Iraq through the Building Resilience through Employment Promotion (BREP) proposes to support the most vulnerable population among the IDPs, returnees and non-displaced populations/host communities with short-term employment opportunities in priority infrastructure rehabilitation combined with skills development and grant support to improve the housing, agriculture, and private sector especially Micro, Small and Medium Enterprises (MSME) productivity. The project has one overall outcome: "Income security and socio-economic inclusion improved, through

support to create more diversified livelihood opportunities for the vulnerable in the target areas" with three supporting outputs.

Output 1 aims to create employment opportunities in the housing sector through improving employability skills of individuals in the sector and rehabilitating or rebuilding priority damaged houses through a labor-intensive approach.

Output 2 will support employment creation in the agriculture sector through a three-pronged intervention: a) rehabilitation of critical agriculture infrastructure for increasing productivity through labor-intensive approach; b) improve employability skills in the agriculture sector inclusive of women and youth; and support to MSMEs/ farmers and Ministry of Agriculture to help in advancing the sector.

Output 3 will work on improving the private sector in the targeted communities by rehabilitating MSMEs infrastructure through a labor-intensive approach and supporting MSMEs with business skills development and access to finance and assets for establishing a MSME or restoring business operations.

Gender mainstreaming is one of the key approaches across outputs and a detailed gender mainstreaming plan is already in place to better serve men and women consider the project scope with gender-sensitive interventions. This will result.

- Improved women's participation and access to employment opportunities in agricultural and private business sector through individuals and MSMEs support
- Enhanced women's participation in decision making and planning of housing and other priority rehabilitation support.
- Ensured women and men participate and benefit equally from the project

interventions

- Ensured providing enabling environment for women and girls in form of awareness raising of partners on gender and PSEA.

1.3. Methodology to develop the Gender Strategy - 2022-2024

This gender strategy has been prepared based on various discussions with staff, partners, women, existing experiences, and best practices working for the promotion of gender equality and empowerment of women and girls. In addition, inputs were obtained from the Regional Bureau for Arab States (RBAS) and Gender SEAL team from Head Quarters. In addition, limited consultations were made with a few partners.

Furthermore, it is aligned with international and national frameworks and mandate of the stabilization pillar on gender equality. This strategy is (a) better align with stabilization pillar projects' document and UNDP programming with its corporate policy on gender equality and women's empowerment; and (b) build upon lessons learned and upscale of best practices for gender equality (c) and strengthen institutional mechanisms for gender mainstreaming such as the gender marker which provide measurable standards to drive progress on gender equality.



SECTION.2. GENDER IMPACT & LESSONS LEARNED

2.1. Impact of Stabilisation Intervention

The stabilization pillar has a strong focus on gender integration and women's participation. The implementation of UNDP Stabilization's Gender strategy has increased women's participation in all stabilization interventions including infrastructure rehabilitation, livelihoods/employment, capacity support and social cohesion and peace building initiatives. Stabilization pillar is making a real difference through a range of concrete actions. In the past four years (2017 to 2021), millions of women and girls were provided with quality services such as healthcare and education facilities and livelihood opportunities in all five target governorates

As a result of gender work under the Stabilisation pillar, more than 8 million Iraqi women and girls are now benefiting from the Stabilisation programme through its basic services infrastructure, livelihood projects including rehabilitation of houses, educational and healthcare, roads and bridges, sewage projects, water projects, electricity municipality, projects.

- 8,034,610 women & girls benefitted from stabilization activities
- 15,984 women participated in livelihoods projects
- 1,894,641 women and girls now have improved access to healthcare
- Girls' schools, dormitories & faculties rehabilitated and supporting 321,869 girls in accessing education
- 15,500 women and girls are participating in various social cohesion activities.
- 105,479 women benefited housing rehabilitation programme
- 588,987 women and girls benefited from Municipality support projects
- 438,125 women and girls benefited rehabilitation of road and bridges that helped to access their needs
- Sewages projects supported 642,355

women and girls

- Rehabilitation of Water supply projects helped 2,083,340 women and girls to easy access to water
- Almost 1000 men and women including, community leaders/ Opinion Leaders, couples were trained for advocacy on ending GBV and harmful practices.
- 98 Police Officers (male &female) were equipped with GBV prevention and case management skills for providing survivor-centered services and prevention of re-victimization.
- More than 300 staff, consultants and contractors, implementing partners were trained on PSEA to provide a safe work environment to our workers and communities.

2.2. Lessons Learned on Gender Integration

As part of lessons learned working on the Stabilisation pillar, we are confident to say that women and girls play a vital role in peacebuilding and stabilization work and have the capacity to fully participate if consistent efforts are made and equal opportunities are created for both men and women. Despite progress, significant gender inequalities persist, depriving women of rights and opportunities and hampering progress in all stabilization pillar intervention. There are no quick solutions to achieve gender equality, but it requires consistent commitments and efforts.

Commitment for gender equality and women's empowerment is crucial. Changing traditional mindsets about gender issues can take time, but commitment to enhance gender equality and women's empowerment can yield tangible results and bring positive changes in communities. With high levels of commitment and targeted support, women can equally take part even during challenging

times as women effectively contributed during Covid-19 response and participated in various governorate level healthcare committees.

Need for a dual approach for women's empowerment to support both gender mainstreaming as well as specific and targeted initiatives to support women's empowerment is critical. With this approach, thousands of women and girls now have better access to education, healthcare, and other resources under all key windows. Whereas women targeted projects addressed women's specific needs, it is critical to listen and understand the voices of women and men from different perspective and understand their needs, especially for certain sub segments like widows, WHH, entrepreneurs, or women with young children—with special requirements. With this dual approach, women from different backgrounds can participate and benefit from project activities.

Targeted interventions are one of the most effective tools for women's empowerment in Iraq. One impact of the conflict with ISIL has been an increase in female headed households, with many of these families, especially those displaced from their homes, pushed into poverty and vulnerability. Targeted programmes for WHH to access livelihood activities, education, healthcare is to be key to their protection from violence (in particular, sexual violence) and rehabilitation.

Engagements of male champions are important for gender equality. Men's participation is highly valuable for gender equality and key to delivering more promising results and to end the gender-based violence. Most importantly, it is pertinent to note that addressing gender issues means tackling challenges facing both females and males. Thus, men's involvement in gender equality is one of the key tools and lessons learned.

Sharing Gender Results are Essential for Inspiration: sharing concrete gender results, best practices in women's empowerment and

gender equality as experienced by the women and other partners is essential. Based on our experience, gender results should be integrated into the regular means of communication (e.g., newsletters, progress reports or social media channels, website) to promote information sharing and contribute to awareness-building and advocacy efforts that can further gender integration and empowerment of women. It is therefore important to place a functional gender responsive monitoring, and communication mechanism to monitor and track gender results and share with a wider audience.

Sharing Gender Knowledge and Innovations: Honour and acknowledge women's participation and their leadership in stabilization and peace building and in preventing and ending violence against women and girls in general. It is therefore essential to amplify the success stories demonstrating that gender integration is possible in Stabilization by showcasing effective strategies and interventions to inspire all actors to scale up what works. Feature stories of activists and women's participation to highlight their critical leadership role in promoting gender equality and women's empowerment at various levels to inspire others to take active part.

Targeted support & opportunities for marginalized women are essential in project activities. Certain groups of women and girls from traditional backgrounds may seem hesitant in participating project activities and attend or speak up during public events. In such settings, safe spaces enable them to participate in a meaningful way and access to project benefits and resources equally.

Regular interaction and follow-ups with women and girls are important for their continued and meaningful participation in project activities. This approach helps women and girls to enhance their confidence and abilities in using their newly acquired skills (e.g., technical, confidence and leadership, and communications) for improved participation and decision-making at various levels.

Integration GBV prevention and protection elements in livelihoods interventions is key to better serve women. Work with partners to establish innovative GBV approaches targeting couples, men, women, and community leaders is essential to address GBV concerns. This approach helps break out of expected gender roles and learn new skills of communication to live without abusing power and using violence or abuse. Based on our experience in Diyala, incorporate GBV risk mitigation strategies in livelihoods programme in line with the GBV standards and guiding principles enhances the quality of life for women, men, and children as well.

Measures for protection from sexual exploitation and abuse (PSEA) need to be integrated at all levels. Stabilization pillar has established clear structures and procedures to ensure compliance with the zero-tolerance policy. All staff members, partners and contractors receive training and information on preventing and responding to acts of sexual exploitation and abuse. PSEA policy is in place for submission and receipt of complaints, reporting and helping based on the needs of the survivors.

يلقى برنامج الأمم المتحدة الإنمائي بالشراكة مع جمعية أيادي الرحمة الإنسانية ودائرة العمل والتدريب المهني، وبنموذل من الوزارة الاتحادية الألمانية للتعاون الاقتصادي والتنموي المقدم من خلال بنك التنمية، بعدد الباحثين عن عمل في محافظة ديالى، قضاء خالقين من خلال تنظيم تدريب على صالون تجميل للسيدات لمدة ثلاثة أشهر لتنمية مهاراتهن.

باتى هذا النشاط ضمن عدة المبادرات التي تطلقها جمعية أيادي الرحمة الإنسانية في المنطقة من أجل دعم سبل العيش واستعادة الاستقرار وزيادة ندخل الأسرة.

إذا كنت لديك أي شكاوى أو اقتراحات تتعلق
بمشروع سبل العيش المستدام والإنعاش
الاقتصادي التي تطلقها جمعية أيادي الرحمة
الإنسانية ، يرجى التواصل على رقم
المساعدة أو الشكاوى.

٩٧٧١٣٣٤٤٤٤
أو الانصال بالرقم المجاني لمراكز معلومات
العراق.

٩٨٠٠٢٢٤٤٤٤



SECTION.3. UNDP'S STABILISATION APPROACH TO GENDER MAINSTREAMING

3.1. Approach at Stabilisation

Recognizing that gender equality is a precondition and accelerator for achieving the Sustainable Development Goals, UNDP is committed to promote and mainstream gender equality and women's empowerment in all that it does. Considering the nature of the pillar, the Stabilisation programmes follow the two-track approach: gender mainstreaming in all outputs of the programme and gender specific interventions

Approach No. 1

Gender mainstreaming in all outputs and major projects in terms of access and utilisation of resources

Approach No. 2

Gender equality specific interventions

Both approaches will contribute to the empowerment of women and girls through targeted gender-specific interventions and address gender concerns in assessments, implementation, and monitoring of all Stabilisation supported interventions.

Under approach 1, gender mainstreaming is ensured in all project outputs and all major projects in terms of equal access and utilization of resources which are made available through Stabilisation programmes.

Under approach 2, gender equality specific interventions are provided to meet specific needs for instance provision of grants for targeted destitute returnee women and women headed households. This project is based on the Emergency Livelihoods approach to meet their basic needs and

to buy assets essential for the recovery of their livelihoods. The project was designed and implemented in consultation with Iraq's Ministry of Labor and Social Affairs (MoLSA)'s Directorate of Women's Affairs in Baghdad.

Considering needs of men and women, the Stabilisation programme is addressing inequalities by carefully designing its programmes and interventions to be gender responsive, upscaling best practices and gender mainstreaming as guided by its corporate mandate. Therefore, Stabilisation pillar carefully develops all interventions and activities that can instigate special measures to address gender concerns in stabilization. For example, trying to have 20% female staff on all construction projects, prioritizing girls' schools, women dorms and determined for all-female CfW projects, prioritizing women-headed households in housing projects etc.

3.2. Gender Responsive Interventions

Gender responsive interventions help projects achieve gender inclusive results at the Stabilisation Programme through:

- Collect sex-disaggregated data and information to identify differentiated men's and women's constraints, needs, and priorities.
- Design and implement projects effectively with gender-inclusive outcomes, outputs, and targets for projects and programs in Stabilisation pillar. For example, by pushing contracting companies to hire at least 20% women staff and women Engineers' infrastructure rehabilitation projects.
- Overcome gender-based constraints that hamper capabilities and productivity.
- Provide childcare support where

relevant. FFS rehabilitated kindergartens and provided specialized childcare facilities for instance at Mosul University and Wasldi Factory.

- Promote gender-balanced access and utilization to resources, services, and opportunities.
- Improve gender equity and access to education, healthcare, GBV services, and other services
- Ensure women have equal access to Cash-for-work, jobs, skills training, and income earning opportunities.
- Scaling up GBV prevention Pilot project within Livelihood interventions that can transform and challenge existing status quo, power dynamic and gender roles in targeted communities.
- Promote men's and women's participation and decision making at national, local and community levels.
- Strengthen capacity of institutions, partners and increase gender

awareness.

- Protection and prevention from sexual exploitation, abuse, discrimination, harassment, gender -based violence against women and girls
- Increase institutional and community ownership and gender capacity/ awareness for sustainability of projects.
- Monitor and evaluate project impact on men and women.

3.3. Gender is Mainstreamed Across Stabilisation Projects and Intervention

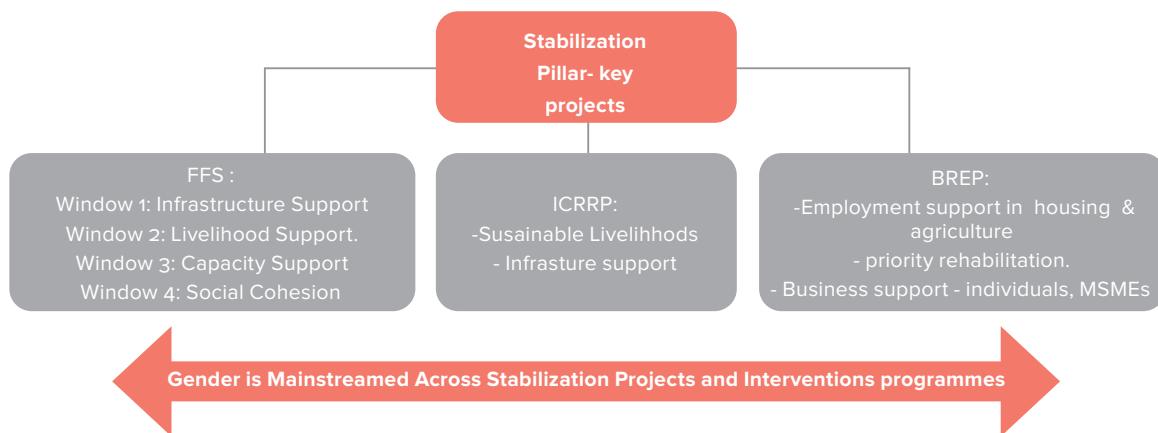
As indicated in below chart, gender integration will be a cross-cutting approach across interventions in the Stabilisation programme. These will be carried out through gender responsive assessments, planning, implementation, monitoring and reporting and communication of empowerment of women and gender equality.

Gender mainstreaming being a cross-cutting approach, all programme and operational staff adopt the gender mainstreaming approach in all their programmes and will be accountable to deliver gender results across portfolios in all Stabilization projects and interventions.

The gender mainstreaming approach would deliver gender results for instance increased women's role in infrastructure rehabilitation and livelihood activities, increased women's access to livelihoods, greater inclusiveness of women in community and social cohesion activities, increased capacity of institutions to understand and address gender equality issues and ensured protection, prevention, and access to services to SGBV survivors, destitute and vulnerable women and women headed households

The Stabilisation programme has conducted post-evaluation for some of its interventions and gender integration was part of the

evaluation exercises. The evaluation was conducted for housing and livelihoods projects including cash grants and cash for work. The housing projects post evaluation suggested that around 91% found that housing rehabilitation was helpful, 97% confirmed that it helped returnees in their life, and 64% of respondents confirmed that repairing damage of their homes was their main priority followed by the need for livelihoods opportunity (33%). Cash grants post-evaluation showed that 48% of Women-Heading Households indicated that repairing the damage of their homes was their priority with similar percentage to the need for livelihoods opportunity while 32% of the sample mentioned that some IDPs returned when they heard about this project. Cash for work post-evaluation confirmed that availability of income generating opportunity was their priority (65%) while 47% confirmed that these projects encouraged IDPs to return to cities. These post-evaluations confirm UNDP's contribution to the return of IDPs across the country and the need to continue providing support in the basic services rehabilitation and livelihoods sectors. The social cohesion programme has engaged 260 religious' leaders from Anbar, Ninewa, and Salah al Din governorates to create an inter-faith dialogue platform and building capacities to enhance their role in encouraging the return of families with perceived ISIL affiliation. A total of 58,044 people (31,166 women) has been reached through social cohesion interventions.



3.4. Application of Gender Marker

UNDP uses Gender marker as one of the important tools that measures, on a 0-3 scale, whether its programmes and projects are designed well enough to ensure women/girls and men/boys will benefit equally or it will advance

gender equality. The Stabilisation programme, continue its efforts using gender markers in utilization of funds in all intervention. Following is a summary of gender marker of UNDP CO including the Stabilisation programmes

Sum of Utilization	Column Labels				
Row Labels	GEN 0	GEN 1	GEN 2	GEN 3	Grand Total
Output 1.1 Infrastructure for basic service delivery improved in locations affected by crisis and vulnerable to conflict.		2,958,807.4	144,239,622.9		147,198,430.4
Output 1.2 Civil society and academic institutions strengthened to promote social cohesion, prevention of violent extremism and sustainable development			220,865.4	1,688,969.1	1,909,834.5
Output 2.1 Priority policies and partnerships approved and implemented for inclusive green economic growth and employment creation	1,307,247.8	1,126,933.4	59,845.5		2,494,026.7
Output 2.2 Access to livelihood and employment creation opportunities increased in locations affected by and vulnerable to conflict	1,625,372.2		41,069,499.6		42,694,871.8
Output 3.1 Innovative, digital, and data-driven solutions for developing evidence-based policies and systems for planning, budgeting, and monitoring public services designed and implemented		166,887.2	664,201.8		831,089.0
Output 3.2 National institutions and mechanisms dedicated to promoting social cohesion and prevention of violent extremism strengthened.			5,997,119.5		5,997,119.5
Output 3.3 Capacities and systems for transparency and accountability improved in key policymaking and oversight structures to mitigate the risk of corruption.	117,313.8	14,850,408.2	757,555.0		15,725,277.0

Output 3.4 People's access to justice increased through improved capacities and systems of rule of law, security sector and human rights institutions.	6,591,901.0	6,591,901.0
Output 4.1 National capacities improved for climate change adaptation and mitigation.	160,231.2	969,832.8
Output 4.2 Disaster risk management and resilience strengthened with multi-stakeholder engagement, in geographic locations at high risk of human-induced or natural disasters.	2,077,108.9	2,077,108.9
Grand Total	2,932,620.0	4,530,173.0
	216,740,405.6	2,446,524.0
		226,649,722.7

3.5. Guiding Principles for gender equality

The following principles will guide stabilization pillar in the implementation of gender mainstreaming strategy in programming:

- Protect the rights of women and girls
- Prevent and respond to GBV, PSEA and other forms of violence including gender stereotypes and prejudice.
- Achieve gender mainstreaming across stabilization programmes and interventions adopting 'no one leaves behind' and 'do no harm' principles
- Conflict and culturally sensitive, and participatory approaches and target women, including women-headed households, girls, monitories, disabled persons.
- Adherence to international frameworks and commitments for gender equality

- Adherence to human rights-based approaches
- Strengthen partnerships across a wide range of stakeholders
- Adherence to the National Action Plans for women's empowerment in Iraq
- Promote meaningful participation and leadership of women and girls in their diversity in all stabilization pillar supported interventions.
- Strengthen gender-sensitive intervention –i.e., ensuring women and men participate and benefit equally from project activities and providing enabling environment in form of awareness of partners is ensured.

SECTION.4. INSTITUTIONAL FRAMEWORKS FOR GENDER EQUALITY AT THE STABILISATION PROGRAMME

Gender equality is a universally agreed objective deriving from the Charter of the United Nations, which unequivocally reaffirms the equal rights of women, men, girls and boys which are also confirmed in a number of commitments taken through, among others, the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action, various resolutions and decisions of the United Nations General Assembly, the Security Council, the Economic and Social Council, as well as the Commission on the Status of Women. The 2030 Agenda for Sustainable Development and UNDP Gender Strategy have provided additional momentum and clear targets in it. Member States recognize that gender equality and the empowerment of women and girls make a crucial contribution to progress across all the SDGs, and that the systematic mainstreaming of a gender perspective into the implementation of the agenda is crucial for success.

The Stabilisation gender strategy, gender annual plan and PSEA plan are the key frameworks that ensure improving mainstream gender and to adopt special measures to promote gender equality and empower women and girls across stabilization pillar. These frameworks are aligned with the Project Documents of the Stabilization Pillar

Considering overall frameworks for gender mainstreaming it Stabilisation pillar, the gender strategy, gender annual work plan and PSEA plan are Stabilisation pillar's key gender mainstreaming tool and mechanisms for ensuring gender-inclusive design and implementation of projects. They provide visibility and accountability for gender mainstreaming and make gender mainstreaming tangible and explicit in programme and project design and implementation and provide a road map for project implementation, monitoring, and evaluation.

4.1. Gender Strategy for the UNDP Stabilisation Pillar

This UNDP's Stabilization programme gender equality strategy, 2022-2024 is the second such strategy aligned with national and international frameworks on gender equality. The current Stabilisation Gender strategy builds upon tested gender approaches, impacts, gender results and lessons learned through implementation of the previous FFS gender equality strategy 2017- 2021.

In terms of scope of the UNDP Stabilization's second Gender Strategy 2022 to 2024, it has multiple objectives. Firstly, it clearly provides a road map to address emerging needs prioritizes for both men and women, for gender equality to build resilience and achieve peace in communities and help to accelerate progress towards the agreed stabilization programme. Secondly, the gender strategy will ensure UNDP's standards to promote and achieve gender equality through providing a systematic framework that sets institutional standards and defines commitments on gender equality and the empowerment of women under the stabilization pillar for the period of 2022-2024.

Thirdly, this gender strategy will further strength and demonstrates UNDP's commencement to promote gender equality and empowerment of women and prevent and response to gender-based violence. The Stabilisation gender strategy calls upon to mainstream gender and to adopt special measures to promote gender equality and empower women and girls with a special focus on strengthening interventions that accelerate gender equality and women's empowerment under Stabilization pillar with specific components that include Infrastructure support, Livelihood support, Capacity support and Social Cohesion support.

Lastly, the Stabilisation gender strategy aims at assisting the office and will provide structured support to staff and partners on gender



التواصل الفعال أساسياً
لعلاقة صحيّة وسلامية.

العنف المبني على النوع الاجتماعي ليس مسألة خاصة، بل هو مشكلة مجتمعية. ومن أجل الوقاية منه، ينبغي أن نكسر حاجز الصمت للوصول إلى الذين يتعرضون لهذا العنف في منازلهم أو في علاقاتهم. قد يكون هذا النمر غير مرعب في البداية، ولكن إن تأزرتنا مع الآخرين، يمكننا إيجابية للتدخل والدعم. يمكننا، بهذه الطريقة، خلق معايير جديدة وإيجابية تجنب العنف وتضع حدّاً له.



لما كنت أنت هي من تنسى
أنت العنصر ذلك الذي ننسى
السعادة التي.

mainstreaming, systematically planning, guiding, delivering services, and reporting on progress towards gender equality and empowerment of women and girls under all stabilization pillar components. It is expected that the implementation of the stabilization pillar gender strategy to strengthen gender equality programming and to ensure that girls and women can benefit equally and have access to the opportunities and resources made available through the UNDP Stabilisation supported interventions.

4.2. Gender Annual Work Plan

To operationalize the gender strategy, the Stabilisation pillar needs to develop gender annual work plan in coordination with all programme teams which clearly defines outputs, indicators, and activities associated with inputs across windows with timeframe, and it makes staff accountable to fulfill UNDP commitments and delivery of gender results across sectors and interventions in stabilization pillar. It clarifies that all relevant staff are fully responsible for gender mainstreaming and achieving gender specific targets under each project and window.

4.3. PSEA Policy for Stabilization

In the context of Iraq, the Stabilization Gender team has established specific mechanisms to prevent SEA in line with UNDP corporate policy. Our support is provided to the following groups:

1. UNDP International and National Staff
2. Third-Party Contractors
3. Implementing Partners
4. Project Beneficiaries

The Gender team is working for sensitisation education and empowerment of staff, beneficiaries and relevant partners on UNDP's zero-tolerance policy, ways to report possible

misconduct and seek assistance. These tools and measures used by stabilization pillar to translate UN and UNDP corporate frameworks into practice regarding mitigation tools and reporting mechanisms to provide a safe and discrimination free work environment for all staff and beneficiaries.

SECTION.5. GUIDELINES AND MEASURES FOR GENDER MAINSTREAMING

The Stabilisation programme will apply on the following guidelines and take measures that can ensure gender equality as per project scope. Stabilization pillar Projects' staff /Windows' staff in coordination with counterparts will apply gender responsive approaches to ensure women's participation as beneficiaries and 'agents for change' so that both men and women's stabilization needs could be met through project interventions.

5.1. Technical Assistance and training on gender competencies

The Gender Specialist will provide direct technical and programmatic support to programme teams and partners to institutionalize gender transformative approaches at different levels in the Stabilisation programme. The support includes the development of tools, systems, guidelines, processes and approaches, input in needs assessments and evaluations that continuously improve technical excellence and impact in transformative approaches to gender equality and empowerment of girls and women through Stabilisation programme. The gender team will closely work with programme team of FFS, ICRRP and BREP and implementing partners on gender mainstreaming to address women's practical and strategic stabilization needs. This will further strengthen and add value to stabilization work.

The gender team will make special efforts for building capacities of staff and partners on gender awareness, analysis and mainstreaming to promote gender equality across intervention at the Stabilisation Programmed. The gender team will provide gender trainings for all the staff concerned with the stabilization pillar- so that the responsibility is not only on the gender team, but the programme team would build ownership at all levels as a shared responsibility.

The gender capacities will be enhanced at three levels

- Staff, consultants, volunteers
- Implementing partners, contractors etc.
- Local institutions and government counterparts.

With enhanced gender mainstreaming skills, staff and partners would ensure women's meaningful participation in the project cycle including needs assessments, implementation and monitoring and evaluations of the Stabilisation programmes could meet both men and women's stabilization needs. Increased capacities of local institutions for understanding gender issues and addressing differentiated women's and men's needs etc. will ultimately contribute for a longer-term support for gender equality and empowerment of women and girls.

5.2. Women's participation in decision making structures

Under the Stabilisation pillar, the Programme team, Window heads/ team leads, and Area Coordinator will ensure that women participate in project level decision making structures and processes to voice their needs and contribute to the overall stabilization pillar interventions. This means that the programme team will ensure women participate and rise their voice during project design, assessments, implementation and monitor to assess and utilization of project benefits and opportunities made available through stabilization support. Also, the relevant programme team will ensure that at least two women participate in intervention-specific project monitoring committees under livelihood, Social Cohesion, or infrastructure projects.

5.3. Gender Responsive Sectoral Assessments

The Stabilization pillar will further strengthen gender equality through analyzing gender-differentiated needs and priorities in all sectoral assessments. In all sector specific assessments, direct consultation will be made with both men and women to prioritize women's specific infrastructure rehabilitation and livelihood needs which will ensure women's concerns and priorities are addressed. In addition, civil society organization, government authorities, women groups and other stakeholders will be consulted based on the nature of the sector assessment. In coordination with Gender team, all team leaders, project managers, area coordinators and advisors will ensure women's participation. Gender team and Women Social Organizers will further facilitate women's participation in assessments taking care of cultural and safeguarding and risks measures.

5.4. Gender Integration in Monitoring and Evaluation

A well-functioning monitoring, reporting, and evaluation is crucial to fully realize and achieve gender equality in any programme. A gender responsive M&E system strengthens tracking progress on set gender targets, access and utilization of project benefits and gender-related results. Hence, the Stabilization pillar has set up a gender responsive M&E system that allows to measure gender impact, progress tracking implementation, progress, and outcomes and progress on gender-related results. A gender responsive monitoring and evaluation system is essential for tracking men and women's access and utilization of services made available through stabilization support. It ensures that the different stabilization needs of men and women have been efficiently addressed in achieving the set outputs and objectives in each timeframe.

Gender sensitive monitoring and evaluation is used to reveal whether a programme addresses the different priorities and needs of women and men. In addition, gender responsive M&E system furthers strengthens communication and reporting on gender results and impact. Therefore, effective gender-responsive monitoring and evaluation needs to include both qualitative and quantitative data that measure the impact as on gender relations. Without sufficient data, a meaningful analysis of the impact on gender equality is very difficult.

- Gender-sensitive qualitative and quantitative indicators are identified
- Collection and analysis of sex-disaggregated data
- Achievement of gender related objectives, results, impact
- Gender balanced staff in assessments, monitoring, and evaluation team
- Evaluating impact on gender equality is included in evaluation terms of reference

5.5. Protection from Sexual Exploitation and Abuse (PSEA)

The Stabilisation pillar as per gender strategy, will upscale the trainings and awareness raising sessions for staff, consultants and Implementing partners on UNDP's zero tolerance policy on prevention and protection from Sexual Exploitation and Abuse (PSEA) and will strictly follow protocols to overcome gender-based constraints and risks that hamper capabilities and productivity of women and girls. This issue will be addressed through:

- Carrying out PSEA Capacity assessments for implementing partners
- Providing PSEA training sessions to partners based on identified gaps in assessment exercise

- Providing PSEA training sessions for staff and focal points on reporting processes and providing a safe environment for reporting

The proposed training programmes including online sessions are mandatory for all staff members that will help them to improve necessary skills, code of conduct, expectations, accountability, and individual responsibility and reporting mechanism related to SEA issues at workplace and communities.

5.6. Working in Partnerships to Promote Gender Equality

UNDP stabilization pillar will continue to bring together several state institutions, UN entities, various UNDP projects and civil society organizations, business companies, contractors as implementing, supplementary partners for the promotion of gender equality

in Stabilization pillar. This broad partnership of institutions with their own mandates will further strengthen the position and status of women and girls through meeting their stabilization needs.

Accountability and Commitment on standards for Gender Equality:

Being gender equality a cross-cutting approach in UNDP, it is extremely important to fully understand UNDP's commitment and accountability on gender equality in all interventions, programme, and policies. Therefore, project staff, team leads and Responsible parties, are accountable to achieve gender-inclusive project results followed by ongoing support, mentoring, and formal gender training during project implementation.

Following are the standards and milestone to measure gender equality in Stabilisation pillar.

Key elements	Indicators
1. Management systems for gender mainstreaming	i. Management accountability systems in place and functional and Gender integration is ensured across Stabilisation interventions. ii. Active and effective Gender Team iii. Adequate resources made available for gender mainstreaming under FFS, ICRRP and BREP. iv. Corporate policies for gender equality in the workplace localized and implemented of the Stabilisation Gender strategy and gender work plans for the Stabilisation pillar.
2. Capacities	i. Staff have a basic common capacity on gender mainstreaming. ii. The Stabilisation pillar has adequate technical capacity for gender mainstreaming. iii. Key actions taken for building gender capacity at the Stabilisation pillar, and the Gender team provided trainings to all staff and consultants who are hired under 3rd party modality.
3. Enabling environment	i. Corporate policies for gender equality in the workplace localized through development of Stabilisation Gender strategy and gender work plans, training plan ii. Corporate guidelines on PSEA localized and applied at Stabilisation pillar. iii. staff provided safe work environment through application of PSEA policies. iv. PSEA assessments are carried out and built capacities of the implementing partners
4. Knowledge management	i. Knowledge products on gender equality and women's empowerment developed and disseminated. ii. FFS communication plan and materials reflect commitment to gender equality and women's empowerment. iii. Gender equality and empowerment of women and girls are developed and disseminated (key reports, documents, social media, UNDP website etc.)

- i. Gender mainstreaming in programmes is guided by global strategies and frameworks.
 - ii. Global policies localized and prepared the Gender strategy and Gender workplan for Stabilisation pillar.
 - iii. Systems in place for integration of gender concerns into project cycles and all interventions incorporate gender under each window.
 - iv. Cross-programme/projects coordination (FFS, ICRRP and BREP) on gender mainstreaming e.g. gender review meetings with programme teams.
-
- i. Collaboration with key governments and other actors for gender equality goals.
 - ii. in closed partnerships with governments and other partners, various projects and interventions implemented across programmes that include Infrastructure rehabilitation, livelihood support, Capacity support and Social Cohesion programmes
 - iii. Partners capacities are developed on gender equality, end GBV and PSEA
 - iv. Systematic participation in inter-agency coordination mechanisms for gender equality and women's empowerment that include PSEA network, Gender task force, GBV subcluster.
-
- i. UNDP Stabilisation programme makes significant contributions to gender equality under its all programmes and windows. As a result, women and girls have enhanced access and utilization of project resources made available for them through rehabilitation of infrastructure, livelihood, capacity building and Social Cohesion programmes.
 - ii. the Stabilisation programme has contributed to public advocacy on gender issues.

SECTION.6. ANNEXES

Annex 1: Gender Terminologies

ANNEX 1: GENDER TERMINOLOGIES:

Gender “Refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed, and valued in a woman or a man in each context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.”¹

Gender Equality “Refers to the equal rights, responsibilities and opportunities of women and men



and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities

of both women and men are taken into consideration—recognizing the diversity of different groups of women and men. Gender equality is not a 'women's issue' but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.

Gender Mainstreaming "Mainstreaming a gender perspective is the process of assessing the implication for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic, and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Women's Rights "The human rights of women and of the girl child are an inalienable, integral and indivisible part of universal human rights. The full and equal participation of women in political, civil, economic, social and cultural life, at the national, regional and international levels, and the eradication of all forms of discrimination on grounds of sex are priority objectives of the international community."⁴ "As defined in Article 1, 'discrimination against women' shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Women's Empowerment "Women's empowerment has five components: Women's sense of self-worth; their right to have and to deter-

mine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally." "The concept of empowerment is related to gender equality but distinct from it. The core of empowerment lies in the ability of a woman to control her own destiny. This implies that to be empowered women must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), but they must also have the agency to use those rights, capabilities, resources, and opportunities to make strategic choices and decisions (such as are provided through leadership opportunities and participation in political institutions. And to exercise agency, women must live without the fear of coercion and violence.

Gender Parity "...equal numbers of men and women at all levels of the organization. It must include significant participation of both men and women, particularly at senior levels. Gender parity is one of several integrated mechanisms for improving organizational effectiveness.

Gender-based Violence "Gender-based violence is a form of discrimination that seriously inhibits women's ability to enjoy rights and freedoms on a basis of equality with men. Gender based violence, which impairs or nullifies the enjoyment by women of human rights and fundamental freedoms under general international law or under human rights conventions, is discrimination within the meaning of Article 1 of (CEDAW)."⁹ "...any act of violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. "...any harmful act that is perpetrated against a person's will and that

is based on socially associated differences between males and females. As such violence is based on socially ascribed differences. (Gender-based violence includes, but it is not limited to sexual violence. While women and girls of all ages make up most of the victims, men and boys are also both direct and indirect victims. The effects of such violence are both physical and psychological and have long term detrimental consequences for both the survivors and their communities.



United Nations Development Programme
Baghdad, Iraq

www.iq.undp.org