

# Engendering the Transition to Peace and Security in Iraq program

1 November 2016 – 31 December 2020

## Final Evaluation Report



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## Acronyms

1325 Iraq program	Engendering the Transition to Peace and Security in Iraq
IAA	Iraqi Al Amal Association
IFS	Al-Firdaws Society
UU	Utrecht University
IW	Impunity Watch
Consortium Partners	PAX, IAA, IFS, UU, IW
SGBV	Sexual and Gender-Based Violence
FPU	Family Protection Unit
SSR	Security Sector Reform
ToC	Theory of Change
CoC	Code of Conduct
CSO	Civil Society Organization
NAP	National Action Plan
HSS	Human security Survey
MoU	Memorandum of Understanding
MoI	Ministry of Interior
NGO	Non-Governmental Organization

## EXECUTIVE SUMMARY

“Engendering the Transition to Peace and Security in Iraq” (referred to as 1325 Iraq) is a programme developed by a consortium of NGOs with PAX in the lead; Impunity Watch, Utrecht University, and Iraqi Al Amal Association with its partners Al-Firdaws Society (referred to as the Consortium). The overall objective for this programme is to contribute to a *structural change of gender norms, laws, and institutions in Iraq, giving women and men equal rights, capacities, and opportunities, enabling them to participate fully in transformative peacebuilding and social reconstruction with a particular focus on SGBV and countering impunity*. This evaluation was commissioned by PAX and covered all four programme locations Baghdad, Kirkuk, Salah ad-Din, and Basra. It examined the relevance, the appropriateness of design (Theory of Change) in achieving the intended outcomes, the effectiveness, the outcomes, and sustainability of the programme implemented from November 2016 to December 2020.

The evaluation involved a literature review, analysis of materials, 45 key informant interviews, four outcome harvesting workshops and an online survey which included 61 respondents. The primary intended users of this evaluation are PAX, Impunity Watch, Iraqi Al-Amal Association, Iraqi Al-Firdaws Association, University Utrecht, and the Dutch Ministry of Foreign Affairs.

**Relevance:** The evaluation found that the programme responds to the need to ensure women voices are heard, build women capacities, and improve access and engagement with Police and other stakeholders on the local level. The programme also included a research component to address the underlying advocacy need for documented data around violence against women which would enable the partners and the women’s groups to advocate based on evidence, facts and figures. The documentation and research components responded to creating the needed evidence base to advocate around issues of SGBV in Iraq.

The evaluation found that the Programme was adaptable to changes in context and dynamics, including to COVID-19 lockdown and restrictions. However, the design of the programme did not nuance the differences in cultural, political and security levels between governorates. Local partners adapted the program’s strategies and activities to the local context across the four localities during the implementation.

**Design & ToC:** The evaluation found that the Theory of Change is rationally aligned with clear linkages and flow. ToC targeted several layers at the same time: capacity building, production of credible evidence-based material, changing behaviours and attitudes, changing practices policies on the local and national levels while working with several target groups and actors: academics, CSOs, women, police, and governmental actors. The program’s ability to achieve

all what was planned within the timeline of 3 years (extended to one more year) fell short and was not able to ensure the build-up of the processes towards change, due to the complexity of the Iraq context, and the multi layered interventions.

**Effectiveness:** The evaluation found that, - the, the capacity building component of the Iraqi-led research into the root causes of SGBV introduced Iraqi academics to topics of action research, evidence-based approaches, SGBV, gender analysis, women, peace, and security in addition to monitoring and evaluation, as well as coding and analysis. Researchers indicated an enriched understanding; 11 out of the 15 academics selected at the start of the programme have completed the training and submitted a research paper. The training module has not been tailored to the target group's core competences, language and context. The academics and partners interviewed declared that, while the policy papers were drafted in Arabic, there were several challenges related to translation of concepts, and that they would have preferred had the workshops and the mentoring were delivered in Arabic and by people who understood the context. The training approach and content stems from knowhow of research in academic settings in western societies and failed to capture nuances of the Iraq context and limitations of research on sensitive matters in fragile and war-torn countries, where safety and data are scarce. The research methods were not contextualized, nor was there analysis of research methods per context, safety and access.

Local partners, IAA and IFS, improved their capacity to produce evidence-based material for advocacy on complex and sensitive issues. The evidence collected suggests that the local partners' capacities in strategizing and advocating have also improved. However, the evaluation did not find evidence that the policy papers has yielded a change in policies on the national level which is not surprising considering the nature of the desired change within a context like Iraq.

The evaluation found that the capacity building activities influenced the level of awareness and knowledge amongst members of the women's groups around concepts of gender, sexual violence, and laws. The programme also contributed to improving their knowledge about the CSOs and enabled them to connect with other women to share experience and support one another.

Local partners, IAA and IFS, were able to influence the behaviour and attitude of police to improve accessibility and responsiveness to the needs of women victim of violence, and on the other hand, the police were able to seek support from CSOs to deal with certain victims, and refer them to psycho-social services, legal aid, and shelter. The evaluation recorded several changes in the Family Protection Unit handling SGBV cases. FPU in Baghdad, Basra, Kirkuk, and Salah ad-Din adopted several measures to ensure proper management of complaints, easier access, safety, and confidentiality of women. The evaluation also found

that the increased cooperation, voice, and participation of women improved the Iraqi police's responsiveness and sensitivity to domestic violence cases on the local level.

The evaluation found that the local partners IAA and IFS established good cooperation with the local Police and improved their perception of CSOs. The programme provided local partners the opportunity to connect with relevant governmental bodies however the engagement with high level decision makers on the national level remained limited.

**Sustainability:**

This programme is leaving a legacy of cooperative relationships built on mutual respect, shared learning, and support between partners and the local police in the four governorates. However, continuous engagement and mutually beneficial interactions are needed to maintain the relationship, momentum, and leverage that the local partners have acquired in the past few years with the local police and the MoI. Nonetheless, members of the Police who were trained are likely to maintain enhanced awareness of SGBV and dealing with cases/complaints timely and professionally. Most of the changes were due to the cooperation and relation with specific local police chiefs and are not institutionalized and thus could be overturned with change of police chiefs or local authorities.

Participating women will retain their increased knowledge and their improved skills in communication. They will also retain the capacities to advocate with decision makers, coordinate and network with CSOs and connect with other women, share knowledge, and experience and support one another. However, the political and security situation remains a main risk to the safety of women who decide to speak up against SGBV, given several killings of women activists last year.

The Code of Conduct did not materialize during the life of the program. The Police willingness to cooperate in drafting a new Code of Conduct can indicate acknowledgement of Police to SGBV and the need to improve accountability mechanism to deter and prevent these violations.

## I. THE PROGRAMME

The 1325 Iraq programme was developed following a solicitation call for proposals from the Dutch government. PAX cooperated to create a consortium with Iraqi Al Amal Association and partner Al-Firdaws, Impunity Watch and Utrecht University. The 1325 Iraq programme built upon the experiences of PAX, IAA and IFS in the “Women Against Violence” programme implemented in Kirkuk and Basra governorates (2013-2016) to localize UNSCR 1325 by empowering women and working with the police to integrate gender, peace, and security. This was done through setting up women’s groups as a mechanism of interaction between women and police. Under 1325 Iraq program, two new localities were included: Salah ad-Din post ISIS to target women who have been impacted by displacement, return and violence and Baghdad to work with women IDPs from Anbar.

The programme works with three (co-)applicants and two partners. The (co-)applicants are:

- PAX: the lead of the coalition, in charge of management, monitoring and evaluation, quantitative data gathering and analysis on SGBV, gender mainstreaming conflict analysis, international lobby and advocacy.
- Iraqi al-Amal Association: located in Baghdad with 5 field offices, IAA manages local implementation in Baghdad, Kirkuk and Salah ed-Din provinces, and subcontracts activities to Al-Firdaws Association in Basra. IAA also implements a national lobby and advocacy component. In addition to reporting on its own activities to PAX, IAA is also responsible for monitoring and reporting on IFS’s activities.
- Impunity Watch: IW, an international non-profit human rights organisation seeking to promote accountability for past atrocities, led the training on the mapping of patterns and root causes of SGBV and coordinated the production of the mapping report; trained activists on the techniques of interviewing survivors and story-telling and, as a result, produced three testimonial videos depicting stories of SGBV survivors; an oral history testimonies booklet; oral history video and learning events with women from Tunisia in 2017 and in October 2020 between local and international policy makers, civil society representatives from Syria, Iraq and Guatemala in the online roundtables.

The two partners are:

- Utrecht University – Center for Conflict Studies, tasked with capacity building and mentoring Iraqi academics in qualitative research on gender and conflict, and monitoring and evaluation to IAA and IFS.

- Al-Firdaws Society: local NGO in Basra, responsible of the local implementation of the research, women empowerment, engagement with police and advocacy in Basra. IFS reports to IAA.

The alliance committee for this programme consists of the lead applicant and co-applicants (PAX, IAA & IW). The steering committee consists of the lead applicant, co-applicants, and partners (IFS & UU). The steering committee decides jointly on programme strategy and implementation and evaluates the continued relevance of the program's Theory of Change.

The programme was approved on 31 October 2016, implementation started in 2017 through 2019 and a no-cost extension period until 31 December 2020 with a total budget of €1.999.993,00.

## THE PROGRAMME ID

The **Overall Objective** is to contribute to a structural change of gender norms, laws, and institutions in Iraq, giving women and men equal rights, capacities, and opportunities, enabling them to participate fully in transformative peacebuilding and social reconstruction with a particular focus on SGBV issues and countering impunity thereof.

### The **Specific Objectives**:

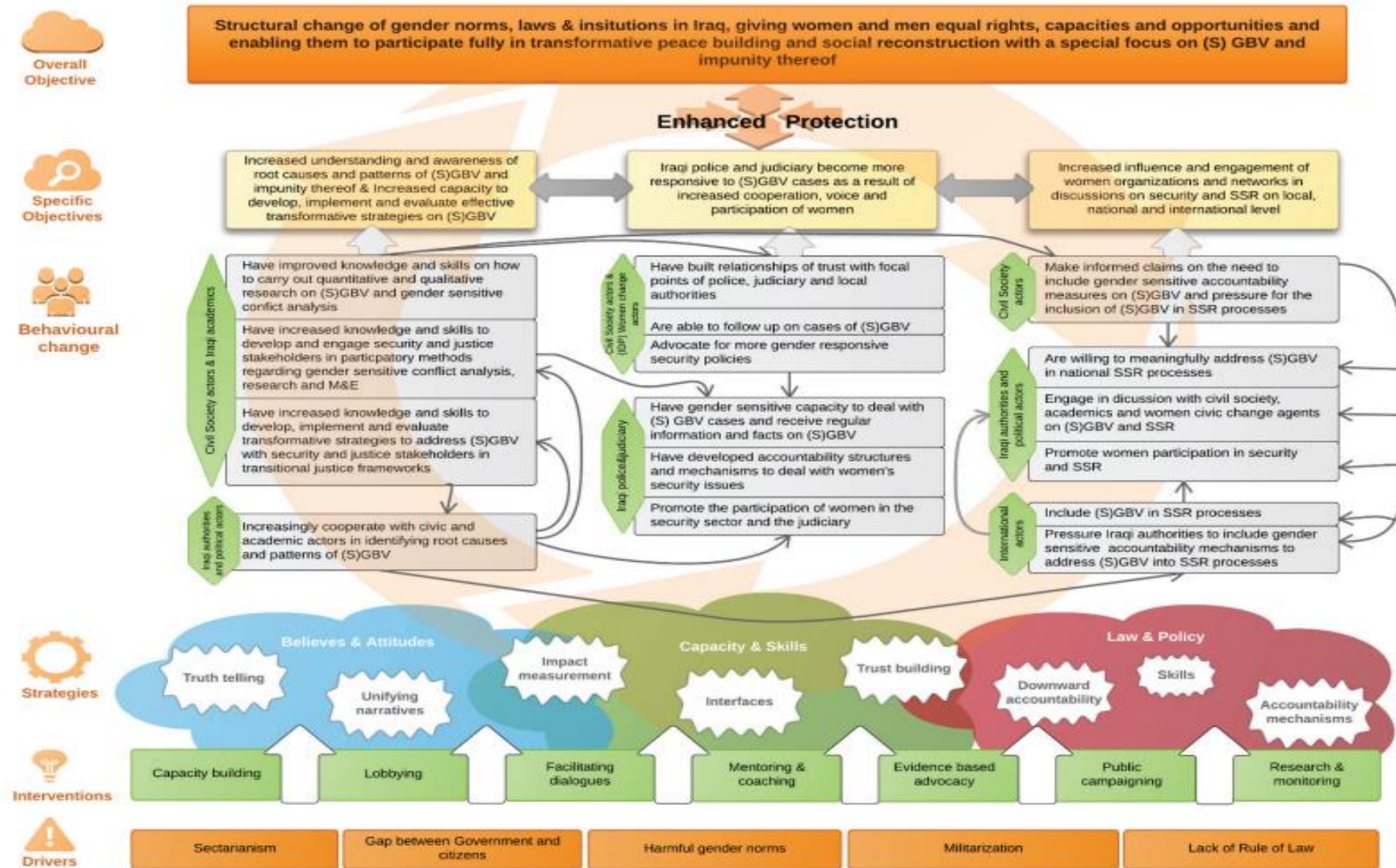
- I. Increased understanding and awareness of root causes and patterns of SGBV and impunity thereof and increased capacities to develop, implement and evaluate effective transformative strategies to carry out applied research on SGBV.
- II. Targeted Iraqi police and judiciary become more responsive to (S)GBV cases as a result of increased cooperation, voice and participation of women.
- III. Increased influence and engagement of women organizations and networks in discussions on security and SSR on local, national, and international level.

### **Components:**

- Research component which included a capacity development component to enable Iraqi civil society and academics to produce evidence-based research to be used in advocacy with police and lobbying.
- Empowering women activists and women's groups to enable them more access and reach.
- Community dialogue component between women's groups and police in the four governorates.
- Lobby and advocacy on the local, national, and international levels.



# THE PROGRAMME THEORY OF CHANGE



## II. EVALUATION PURPOSE, SCOPE, & METHODOLOGY

The evaluation assessed design appropriateness, effectiveness, and sustainability of the programme and provided an analysis of the outcomes reached. The evaluation also identified lessons learnt, successful practices and provided recommendations to improve future programming.

### II.1. The Focus of the Evaluation

The inception phase allowed the evaluation team to focus the scope of the evaluation to serve PAX objectives of learning and outcomes harvesting. The scoping exercise took into consideration the available resources, data availability, and constraints in access imposed recently by COVID-19 pandemic. This evaluation is assessing the appropriateness of the programme and design to the Iraqi context (i.e., relevance), the outcomes achieved, and the extent to which the 1325 Iraq programme was effective, and sustainable. The below outline further details in relation to each criterion: (Please refer to the "[Evaluation Matrix](#)" and the "[Data Collection Tools](#)")

Under **Relevance**, the evaluation examined whether the elements of the programme are in-line with local and national priorities, needs, the Iraqi political context, and the power dynamics, and whether the management of the programme was able to adapt to changes.

**KEQ1-** To what extent were the interventions design and the approaches suitable/appropriate to, and adapted to changes the Iraqi context, power dynamics, and culture?

Under **Effectiveness**, the questions gathered evidence about the effects of the programme on the awareness, attitudes, and aspirations regarding SGBV and women access to security, police responsiveness, together with the inclusion of SGBV in the accountability mechanism. The questions also examined the development of the capacities amongst CSO, researchers, academics to advocate on women peace and security, and whether the programme was able to reach/involve the right actors for the envisioned change locally and nationally.

**KEQ2-** to what extent did the programme enhance the capacities of the local partners, researchers, academics to do research and advocacy to influence policies.

**KEQ3-** to what extent did the programme enhance capacities of women, their access to and engagement with security / police and other national/local actors.

**KEQ4-** to what extent did the programme impact Iraqi police responsiveness to (S)GBV cases, including better accountability structures and mechanisms (code of conduct, hotline, and follow up process) on the national and Local levels.

**KEQ5** - To what extent was the programme able to reach/engage with the decisions makers who influence the situation of women and security in Iraq?

Under **Sustainability** the questions explored what evidence exists to suggest that the benefits of the programme will continue after programme closure and contribute to long-lasting effects in Iraq.

**KEQ 6**- To what extent can the effects of the programs contribute to longer improvement in Iraq in terms of capacities, relationships, and accountability mechanisms?

**KEQ 7**- What are the main challenges and lessons learned for Pax, IW& IAA to work on Women, Peace and Security (WPS) programming, and Human Security in Iraq? And what recommendations on how could this programme better integrate the research and advocacy components?

## **II.2. The Evaluation Methodology**

This evaluation adopted a combination of approaches to unpack the project. The evaluation used mixed methods to evaluate the implementation of the interventions in a participatory approach. The methodology employed primarily online tools, phone calls, and depended on remote data gathering.

**Desk review:** The evaluation reviewed and synthesised main findings from secondary data made available through progress reports, project documents, publications, logical framework, and other data tools shared by the consortium members.

**Interviews with key informants:** provided primary data from national stakeholders (family protection unit, ministry of Interior, governor's office, police chiefs, relevant government agencies and other CSOs), researchers/academics, members of women's groups, regional women's group coordinators and Consortium members. Interviews were done remotely.

**Outcome harvesting workshops:** The evaluation held four outcome harvesting workshops – one in each of the four cities to validate the findings. Participants included national stakeholders, regional women's group coordinators, members of women's groups and researchers/academics. The workshops in Basra, Kirkuk and Salah ad-Din were implemented online. The one in Baghdad was hosted at the IAA offices while observing COVID-19 safety measures. The workshops built on the primary outcomes identified during the interviewing and survey stage. The evaluation team during the workshops engaged with open questions on the outcomes that the participants observed and that they think it is attributed to the project, the discussions corroborated the outcomes already solicited via the interviews and the survey. Then the evaluation team presented the main outcomes and probed further the

participants to validate it with substantial examples that they could identify.

**Survey:** The evaluation polished its understanding of the uses and effects of the programme by gathering feedback and input from members of the women’s groups (61 out of 65<sup>1</sup> i.e., 93.84% of the target population responded) who shared their views about the effects and quality of the trainings delivered, the police dialogue sessions and other advocacy activities.

Source of Info	Data gathering tool used
Consortium members staff: Pax, IW, UU, IAA, IFS The regional women’s group coordinators from each city (Baghdad, Salah ad-Din, Basra, Kirkuk)	17 interviews
Researchers / Academics / one from each city	4 interviews
Members of women’s groups from the four cities (Baghdad, Salah ad-Din, Basra, Kirkuk)	61 respondents to online questionnaire + 8 interviews
4 outcome harvesting workshops – one per city	4 workshops
Other Iraqi CSOs - one per city	4 Interviews
National Stakeholders (family protection unit, ministry of Interior, governor, police chiefs the four cities)	12 Interviews

### II.3. Limitations and Challenges of the Evaluation

To mitigate the expected limitations related to security, access, communication, and time in addition to COVID-19 imposed measures, the evaluation relied on data collection tools, methodology and protocols that are designed to maximize the capturing of data: phone and/or online applications were adopted based on the familiarity of usage in each locality, electricity, and internet interruption. A female data collector, based in Baghdad, was recruited in Baghdad to enable a safe space for members of the women’s groups’ interviewees. Furthermore, the evaluation team worked closely with the coordinators from the local partners in each of the four cities when organizing the Outcome Harvesting workshops for a smooth running of the activity.

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<sup>1</sup> There is a core group of more or less permanent few members. The larger group witnesses more fluctuation in members. However, in average the number of members per locality are: Baghdad: 20, Basra: 17, Kirkuk: 16, Salah ad-Din: 12

The evaluation had to navigate some ambiguous information and to inquire extensively to establish a factual trail of the programme. This was due mainly to the limited programme memory due to staff turnover especially from the initial phases of the programme. The evaluation also had to navigate through reporting that focussed on activities and less on outcomes, linking the activities to the bigger picture, and capturing how certain situations and factors affected the programme. This has made the evaluation team spend many hours to detangle the data and get a clear picture of why things were happening in certain ways...

### III. MAIN FINDINGS

In this section the main findings are presented and grouped under the three main criteria of the evaluation: Relevance, Effectiveness, and Sustainability.

#### III.1. RELEVANCE

**The extent to which the intervention's design and approaches were appropriate, and adaptive to changes in the Iraqi context, power dynamics, and culture.**

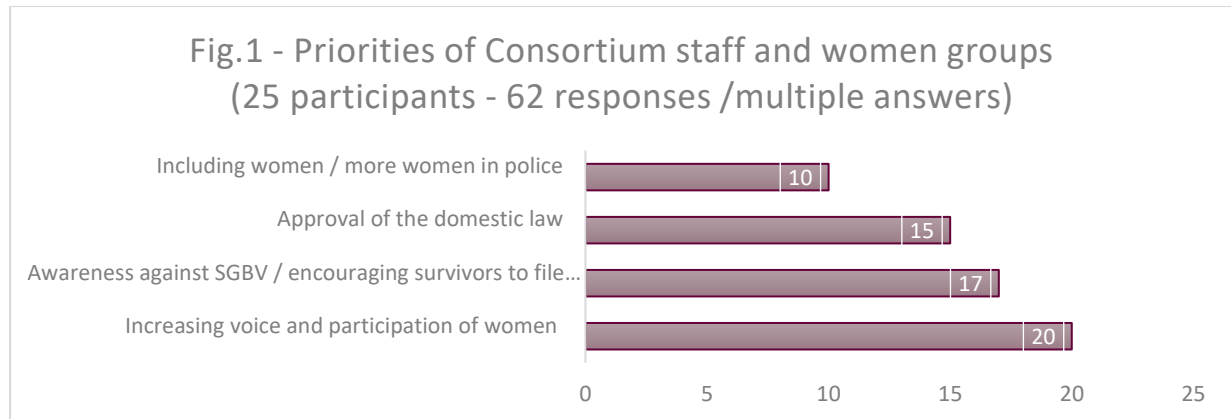
The programme was designed building upon the experiences of PAX, Iraqi al-Amal Association and Al-Firdaws in the "Women Against Violence" programme implemented in Iraq (2013-2016), in addition to soliciting input from women's groups formed under the program. The needs identified back then (in 2016) pertained to ensure that women voices are heard, have access to police, able to report cases of SGBV, and advocate towards changing laws to ensure protection of women and holding authorities accountable of women's safety.

Iraq NAP 1325's included five main pillars: 1. Participation of women in decision making processes, 2. Protection, Security and Prevention, 3. Promotion of women's rights, 4. Social and economic empowerment, and 5. Legislation and law enforcement. The evaluation found that the programme responds to the need to ensure women voices are heard, build women capacities, and improve access and engagement with Police and other stakeholders on the local level.

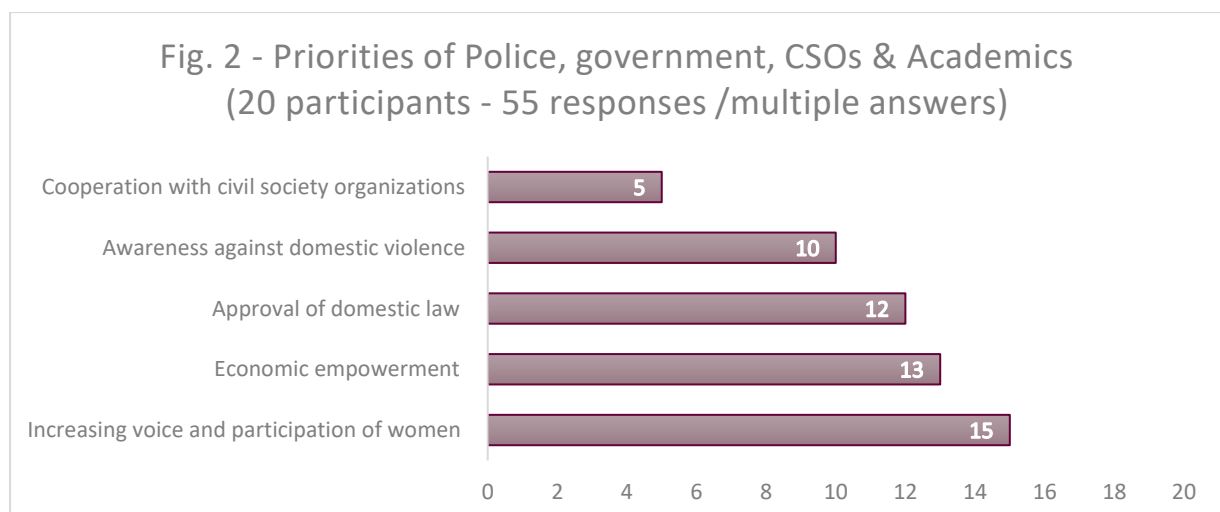
The programme also included a research component to address the underlying advocacy need for documented data around violence against women which would enable the partners IAA, IFS and the women's groups to advocate based on evidence, facts and figures. The documentation and research components responded to creating the needed evidence base to present and advocate around issues of SGBV in Iraq.

Responses from the interviews and survey mirror the expressed needs, respondents from the consortium staff and the women's groups indicated that increasing voice and participation of

women in decision making processes and access to decision making and leadership positions is a top priority (20 out of 25 persons). Awareness against SGBV and encouraging victims and survivors to submit complaints comes second priority with 17 votes; the third was related to having a domestic law against SGBV and safe shelters with 15 votes, while including more women in police received 10 votes. (Please see Fig. 1 – Priorities of Consortium staff and women’s groups)



Respondents from the Police/Government agencies, other CSOs and academics, indicated that increasing voice and participation of women in decision making processes and access to decision making and leadership positions come first (15 out of 20 respondents). Economic empowerment and economic independence come second priority with 13 votes and is followed very closely with 12 votes for the approval of domestic law and establishment of shelters. Awareness against domestic violence comes fourth priority with 10 votes while cooperation with civil society organizations received 5 votes. (Please see Fig. 2 – Priorities of Police, government, CSOs & Academics)





Throughout the original three years of the programme, there was continuous volatility and instability, demonstrations, serious security concerns for partners and environmental challenges that halted implementation of activities. The consortium partners requested a no-cost-extension of one year to allow for more time to reach the desired outcomes.

During the four years of the programme, there have been four fundamental amendments that the programme implemented to adapt to the changes in the context or to address identified shortcomings in the initial design of the programme.

The first was the change in the targeting of women's groups in Basra and Baghdad. This change was a response to unforeseen contextual changes. Initially, the programme planned to work with women living in IDP camps. However, as the implementation began, Women IDPs returned to their cities from the IDP camps in which they were previously living. The programme adapted to this change and targeted women in the community. The evaluation found limited data in the annual reports to explain the changes in the context.

The second change was to focus on police and drop engaging with the Iraqi judiciary due to inadequacy in the design. During implementation, the consortium members were facing delays in implementation, hardships in communicating with national stakeholders, multiple activities, and complex dynamics to navigate. Moreover, engaging the judicial sector proved to be complicated at this stage of the programme. The programme management concluded that the duration and number of activities, vis à vis resources (staff and budget) were disproportionate, in addition to the political blockages and the public movement in 2019 which further delayed or block certain engagements with the authorities on the national level.

The third change came to bridge a gap identified during implementation on the importance of influencing police conduct on national level to ensure sustainability and institutionalisation of the code of conduct. Influencing police officers' behaviours and attitudes on the local level re SGBV remains important to ensure that the trainings are tailor-made to each governorate's context, while also making sure that members of police are more gender and civilian responsive. However, enforcing attitudes and behaviours can only be possible through structured gender sensitive trainings into the police academies, interventions of the knowledge and attitude levels, enacting rules, and regulation such as a code of conduct. ensure continuous sensitization on gender violence issues with police.

The fourth adaptation was due to COVID-19 lockdown and restrictions, which delayed the implementation of some activities and lead to adjustment in implementation of activities and events to virtual platforms. After organizing several online webinars and connecting with international stakeholders, the consortium partners decided that a virtual international advocacy tour might not be cost efficient right at the end of the programme.

The evaluation found that the Programme was adaptable to changes in context and dynamics, including to COVID-19 lockdown and restrictions. Iraq was closed for travel until August 2020, moreover, many Iraqi Ministries were not engaging in anything other than COVID-19; in addition to the challenges in online training and meeting settings in Iraq where internet is relatively weak, and digital literacy is low.

the information collected from the consortium partners suggests that the design of the programme did not nuance the differences in cultural, political and security levels between governorates. IAA was involved in the design phase on the leadership level; the limited involvement from IAA offices in the governorates have made adaptations necessary to tailor the implementation to the local dynamics and context. Moreover, the IFS was not part of the design consultations.

Local partners adapted the programme's strategies and activities to the local context across the four localities during the implementation. For example, the women's group in Basra engaged with tribal and religious leaders given the influence of these stakeholders on societal perceptions in Basra. In terms of outreach tactics, Baghdad resorted to conferences, whereas the best way in Basra was through radio talks. Basra and Kirkuk women's groups distributed awareness posters in schools, universities, medical centres etc. The approach to engage with police and stakeholders was also adapted in each locality as well as the approach to involve the women potential members of the women's groups.

### **The Theory of Change & Programme Design**

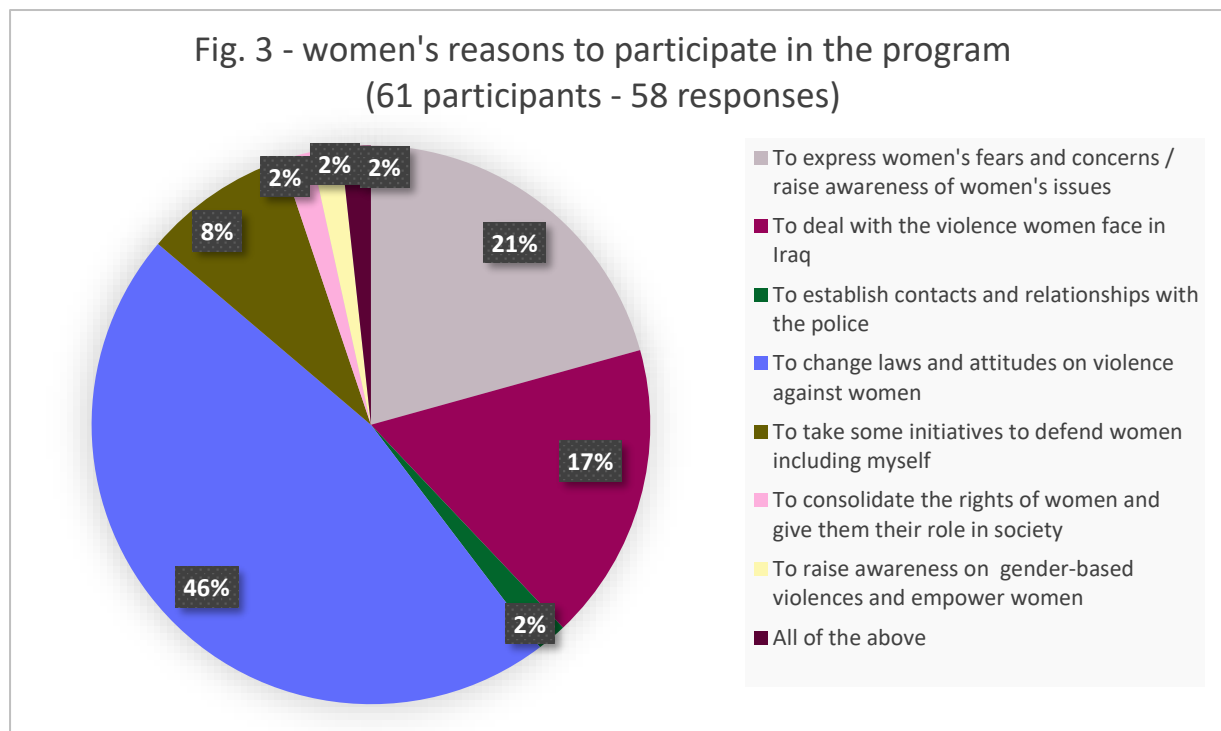
The evaluation found, based on the literature review and the information collected during the outcome harvesting workshops and from the interviews with consortium partners, women's groups and other stakeholders (police, government agencies and other CSOs), that the Theory of Change is rationally aligned with clear linkages, one phase would lead to the next. ToC targeted several layers at the same time: capacity building, production of credible evidence-based material, changing behaviours and attitudes, changing practices policies on the local and national levels all the while working with several target groups and actors: academics, CSOs, women, police, and governmental actors. As such, the programme's ability to achieve all what was planned within the timeline of 3 years fell short and was not able to ensure the build-up of the processes towards change, due to the complexity of the Iraq context, and the multi layered interventions. Hence the programme dropped working with the judiciary and on Security Sector Reform – two components included in the ToC. Consequently, the evaluation concludes that although the goal of the programme reflects the current needs and priorities pertaining to Iraq NAP 1325 as described above, the scope of the programme, especially when pertaining to behaviour change and policy change in a post-conflict country, is large to the short duration of three years – extended to four (with the fourth year being characterised by a global pandemic).

The evaluation found that some programme components fell short of being adequate to the needs, or appropriate to the context. Academicians reported the need for more capacity building, time, practice, and curriculum due to the limited core research competencies they



initially have. Hence the productions required extensive review and refining that was done partly by UU and mostly by IAA. Similarly, the SGBV mapping report and oral history required multiple revisions and development which in turn required time not envisioned in the initial planning (based on interviews with consortium partners). The Human Security Survey was no exception and while ultimately it achieved gender balance, the process faced serious difficulties in field data gathering due to challenges in access to data, and difficulties in recruiting respondents especially women. The shift to online polling (which was a pilot activity to test online responsiveness to sensitive issues) also bears the challenge of limited digital literacy in Iraq. The original methodology to fill the HSS survey and the way to administer it were not contextualized and did not consider the serious limitations when doing research on sensitive issues in war zones. People in Iraq rarely discuss sensitive issues with strangers especially pertaining to SGBV, and security; this gets even more exacerbated with women who needs a safe space and a relation of confidence.

Capacity building of women to increase their voice and participation was relevant and responded to their perceived needs for joining the program. Figures from the evaluation survey with 61 participants from the women’s groups indicate that almost half of the responders (47%) declared that they joined the programme to change laws and attitudes on violence against women and 21% said that they wanted to express women’s fears and concerns and to raise awareness of women’s issues while 17% wanted to deal with the violence women face in Iraq. (For the remaining percentages and answers please see fig. 3 – Women’s reasons to participate in the program)



## III.2. EFFECTIVENESS

**The extent to which the programme enhanced the capacities of local partners, researchers, academics to do research and advocacy to influence policies.**

Based on the literature review and the interviews with the researchers and the consortium partners, the evaluation found that the capacity building component introduced academics to topics of action research, evidence-based approaches, SGBV, gender analysis, women, peace, and security in addition to monitoring and evaluation, as well as coding and analysis. The four researchers who have been interviewed for the evaluation have indicated that their participation in this programme has enriched their understanding on such issues. 11 out of the 15 academics selected at the start of the programme have completed the training and submitted a research paper. However, interviewed partners stressed on the need to improve the selection process, or identifying and targeting the candidates. The evaluation also found that the training module has not been tailored to the target group's core competences, language, and context. The training approach and content stems from knowhow of research in academic settings and in western societies and failed to capture nuances of the Iraq context and limitations of research on sensitive matters in fragile and war-torn countries, where safety and data are scarce. The research policy papers produced needed extensive improvement and redrafting as per some consortium members which can also indicate a rather modest improvement in the capacities of the academics.

The evaluation found that evidence base advocacy on SGBV had an eye-opening effect on local police views and their handling of cases. The local partners, IAA and IFS, have improved their capacity to produce evidence-based material for advocacy on complex and sensitive issues (through the production of the mapping report on the root causes and patterns of SGBV in Iraq, as well as the oral history and testimonies presented in a booklet and in videos).

The production of the SGBV mapping report and the oral history required a long daunting process of multiple revisions to calibrate the data and ensure they met publication standards. This is due to the relatively long history of underdeveloped research skills and resources in Iraq (as many other countries in the region). The long process led to delays in production and minimised the usage of the material within the lifespan of the program.

*"When I was watching the testimonies of real women who have been through so much, I started thinking about how I would feel if this woman was someone I knew. It struck me to my core that we (Police) need to help them more."*

*- Interview with a Director of an FPU*

The evidence collected through this evaluation suggest that the local partners' capacities in strategizing and advocating through a process of learning by doing have improved throughout the programme. In November 2017, CSOs amongst which IAA and IFS and government institutions (The Women Empowerment Directorate of the Iraqi Council of Ministries and the intergovernmental "Committee for the Advancement of Women") worked together to campaign against the proposed amendments to the personal status law that would have conveyed legal authority on marriage-related matters to Shia and Sunni religious establishments. The head of parliament withdrew the law from the parliamentary agenda and sent it to the parliament's women, family, and children committee for review. The proposed amendments have thus far not been put to vote. Although some developments around the anti-domestic law bill being presented to the Parliament end of 2020.

The evaluation also found that in all four governorates, Iraqi partners established cooperation with other CSOs to provide services to victims and survivors of SGBV. In Baghdad, 20 women representing civil society organisations, academics, civic activists, and gender experts formed a women's group to work with the Iraqi Women Network to discuss ways to support gender mainstreaming in government institutions and civil society organisations so that they become more responsive to SGBV. Moreover, the local partners organized local campaigns to increase enrolment of female police officers in Salah ad-Din and Kirkuk.

(For more details, please refer to the [Outcome Harvest Analysis](#)).

**The extent to which the programme enhanced the capacities of women, their access to, and engagement with security / police and other national/ local actors.**

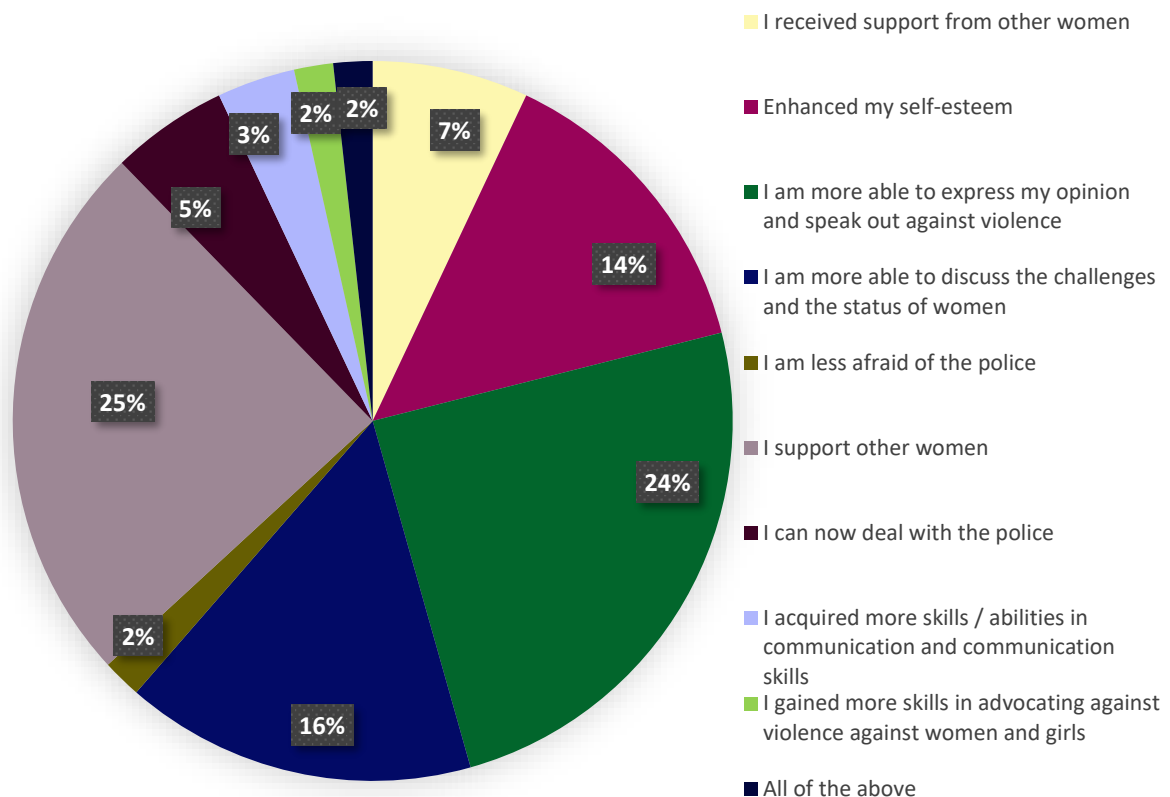
The evaluation found that the capacity building activities have influenced the level of awareness and knowledge amongst participating women members of the groups around concepts of gender, sexual violence, and laws. Engaging with women, awareness raising, and cooperation with governmental stakeholders all contributed to improving the ability of women to access and engage with the police, participate, lead dialogue, raise their concerns and challenges, and publicly speak about domestic violence cases. This does not come at a low cost, several women shared fear for personal safety and retribution on their families which would hinder many from going public.

*“... From documenting the stories of women victims of SGBV, I concluded that ... marital rape is one of the most common (SGBV violation) in this region ... martial rape is not acknowledged by the law ... the adoption of the (new) law ... will provide more protection for women...” [Link to Video Eman from Kirkuk women group](#)*

*“... The training taught me how to gain the trust of women victims of SGBV, (help them) talk about their issues and document their stories ... Thank you IAA & PAX for this opportunity to improve my self-esteem and earn the trust of these women” [Link to Video Zeina from Salah ad-Din women group](#)*

The involvement of women in the programme contributed to improving their knowledge about the CSOs community and the various services offered and enabled them to connect with other women to share experience and support one another. Some women members of the group have created small women’s groups in their neighbourhoods to facilitate discussions and empower other women to speak up against SGBV, filing complaints and engaging in awareness. Details pertaining to the number of women and the sustainability of these small groups are not available. (Please see Fig. 4 Programme’s effects on the women’s groups members).

Fig. 4 - Programme's effects on the women groups members  
(61 participants - 57 responses)



*"I learned how to discuss some sensitive issues in a society where traditions and tribal norms prevail, how to engage decision-makers and make them supportive of the cause, I learned how to deal with challenges, how to set realistic solutions and strive to overcome difficulties and achieve goals."*  
- Interview with Zeina from Salah ad-Din women group

(For more details, please refer to the [Outcome Harvest Analysis](#)).

**The extent to which the programme impacted Iraqi police behaviour / responsiveness to (S)GBV cases. Including better accountability structures and mechanisms (code of conduct, hotline, and follow up process) on the national and Local levels.**

Based on the literature review, the information collected in the outcome harvesting workshops and information collected from interviews with the Police and feedback received from the women's group, the evaluation recorded several changes in the Family Protection Unit handling SGBV cases. The number of complaints has been increasing monthly (in Kirkuk from 20 to 30 per year to 20 to 30 per month; in Basra from 858 cases in 2016 to 1500 cases in 2020; in Salah ad-

*The Iraqi Ministry of Interior recorded 15,000 domestic violence cases in Iraq for the year 2020; four thousand cases were referred to the judiciary. While the actual number of domestic violence cases (which is only one aspect of SGBV) is estimated to be much higher, these cases are a step forward in breaking the silence and the stigma which will evidently encourage more women to seek help and decrease the impunity of perpetrators.*

Din from 1 or 2 per week to 15 to 20 per week). FPU in Baghdad, Basra, Kirkuk, and Salah ad-Din have adopted several measures to ensure proper management of complaints, easier access, safety, and confidentiality of women. These measures vary from the dissemination of local partners' emergency hotline numbers, to receive complaints around family violence (Basra, Salah ad-Din), relocation of Family Protection Units to an easily accessible location away from checkpoints (Kirkuk and Salah ad-Din) to allocation of separate rooms for women VS other (Basra, Salah ad-Din), investigation by female officers, little wait time etc.

Women's groups worked closely with the Family Protection Unit to induce these changes. It is through trust building, capacity building and cooperative problem solving that both parties saw mutual benefit. The increased cooperation, voice and participation of women have improved the Iraqi police's responsiveness and sensitivity to domestic violence cases on the local level.

Moreover, based on the literature review, the information collected in the outcome harvesting workshops and information collected from interviews with the local partners and the local Police, the local partners IAA and IFS were able to influence the behaviour and attitude of police to improve accessibility and responsiveness to the needs of women victim of violence, and on the other hand, the police were able to seek support from CSOs to deal with certain victims, and refer them to psycho-social services, legal aid, and shelter. Furthermore, Police progressively ameliorated their involvement in actions and trainings by

CSOs which led to increased understanding of SGBV amongst police chiefs and officers. The enhanced cooperation indicates an acknowledgment of benefit from cooperation, shared learning, and joint actions to achieve a better response to SGBV. (For more details on the difference between governorates, please refer to the [Outcome Harvesting Analysis](#)).

However, most of these changes are largely tied to the cooperation with and good will of specific police chiefs, which might cause challenges when these chiefs change or get relocated. The process may then have to restart once a new chief is assigned. Moreover, the programme ending time did not allow to build on the momentum created in terms of the relations and the measures adopted by police in the four localities. Several potential positive changes such as the acceptance of the enrolment of new female officers in Salah ad-Din and Kirkuk is pending official approvals.

(For more details, please refer to the [Outcome Harvesting Analysis](#)).

### **The extent to which the programme was able to reach/engage with the decisions makers who influence the situation of women and security in Iraq.**

The evaluation found that the local partners IAA and IFS have adopted multiple tactics and approaches to access and engage **local** decision-makers, establish good cooperation with the Police and improve the perception of CSOs amongst the police chiefs and family protection unit, such as 1) establishing good cooperation and continuous engagement on the local level with leaders from governmental units, and police chiefs; 2) producing credible evidence-based research; 3) using oral history, real cases and local realities to engage governmental stakeholders; 4) using media and social media to increase awareness; 5) focusing on one campaign per Governorate; 6) institutionalizing the cooperation through agreements, and Memorandum of Understanding; and 7) involving tribal and religious leaders in the South.

The evaluation found that the programme provided local partners the opportunity to connect with relevant governmental bodies such as the Women Empowerment Directorate (WED) of the Iraqi Council of Ministers and the intergovernmental “Committee for the Advancement of Women”. Cooperation with the Women Empowerment Department materialized with an agreement signed in June 2019 to implement a joint mechanism to address sexual violence during conflicts. While the programme ended before the materialization of concrete results, signing an agreement in Iraq between government officials and a CSO is a promising step forward in engaging government agencies.

On the other hand, the evaluation found that despite the variety of approaches, the engagement of the local partner IAA in Baghdad with high level decision makers on the national level remained limited throughout the duration of the program. The access was

hindered by long and complex institutional procedures compounded with the lack of political will amongst decision makers and their focus on security and stability leaving women's issue at a lower priority.

The evaluation did not find evidence that the policy papers have yielded a change in policies, nor were they incorporated into an advocacy campaign to impact policies. The programme has focused on advocacy campaign against SGBV and in promoting the anti-domestic violence law. The evaluation deems important to highlight that the complexity of policy change in Iraq requires different approaches on the national level besides evidence-based research and advocacy. Policy change in this part of the world, and Iraq is no exception, is usually governed by power bargains and must take into consideration the different power dynamics and include all relevant stakeholders such as political, tribal, and religious leaders.

Policy change is a long process, and within the situation of aggression towards women issues, and the powerful religious footprint, change is far from being eminent. Keeping the discussion and the activities alive is an act of advocacy, evidence compilation can be used for convincing and showing impact even if the results are not as quick as the programme wishes. Sustaining the momentum of monitoring, pressure, advocacy, awareness will keep certain actors in check, so when the wider political environment change things can change on the SGBV front too.

(For more details, please refer to the [Outcome Harvesting Analysis](#)).

### III.3. SUSTAINABILITY

This programme is leaving a legacy of cooperative relationships built on mutual respect, shared learning, and support between partners and the local police in the four governorates. However, continuous engagement and mutually beneficial interactions are needed to maintain the relationship, momentum, and leverage that the local partners have acquired in the past few years. Nonetheless, members of the Police who were trained are likely to maintain enhanced awareness of SGBV and dealing with cases/complaints timely and professionally. Most of the changes were due to the cooperation and relation with specific local police chiefs and are not institutionalized and thus could be overturned with change of police chiefs or local authorities.

#### **The changes/effects that are likely to continue in the capacities of women.**

The increased knowledge of women (members of the groups) around gender, sexual violence, and laws in addition to their improved skills in communication and the experience they amassed throughout the programme in accessing and engaging police and decision-makers on sensitive issues will allow women to retain these capacities. Women will also retain the



capacities to advocate with decision makers, coordinate and network with CSOs, connect with other women, share knowledge, and experience and support one another.

The political and security situation remains a main risk to the safety of women who decide to speak up against SGBV, given the several killings of women activists last year.

### **The changes/effects that are likely to continue in the capacities of MoI and police.**

On the **local** level in the four governorates and provided that the political and security situation does not deteriorate immensely, members of the Police who were trained are likely to maintain enhanced awareness of SGBV and dealing with cases/complaints timely and professionally. Most of the changes were due to the cooperation and relation with specific local police chiefs and are not institutionalized and thus could be overturned with change of police chiefs or local authorities. The only exception would be the increased number of enrolled female officers.

### **The changes/effects that are likely to continue in the partnerships between local partners and government stakeholders/community leaders.**

This programme is leaving a legacy of cooperative relationships built on mutual respect, shared learning, and support between partners and the local police in the four governorates. Some of these improved relations with government agencies can continue as they were formalized in letters of agreements (IAA and The Women Empowerment Directorate of the Iraqi Council of Ministers) and MoUs (IAA and the Committee on the Woman, Family and Childhood). As mentioned above, other relations depend on the police chiefs with whom a cooperation has been established. Reshuffles in position can unwind these arrangements. The evaluation considers continuous engagement and mutually beneficial interactions are needed to maintain the relationship, momentum, and leverage that the local partners have acquired in the past few years.

### **The changes/effects that are likely to continue in the capacities of academics and local partners.**

The evaluation concluded that the capacities of the local partners enhanced in producing evidence-based findings and developing policy advocacy campaigns will continue beyond the life of the programme. However, local partners' capacity to access and influence high ranked decision makers on the **national** level remains limited, mainly due to the power structures, political and religious dynamics that prevail in the country.

The evaluation found, based on annual reports and interviews with consortium partners, that the capacities of local partners in monitoring, evaluation, and reporting on outcome level

remains limited, so is the ability to develop data collection and analysis functions; skills that are needed in evidence-based advocacy, learning and programme development. The evaluation reviewed the reports prepared by the partners and identified weaknesses and ambiguities in the reports, for which the team had to do extensive data collection to navigate those ambiguities. Reporting was mainly focussed on activities and less on capturing the outcomes and changes. Based on the collected information from consortium partners and the academics, despite improvement in academics skills in specific topics related to SGBV, the research and writing quality of the policy papers suggests that the capacities are still limited for most academics.

### **The changes/effects that are likely to continue in the accountability mechanisms (code of conduct)**

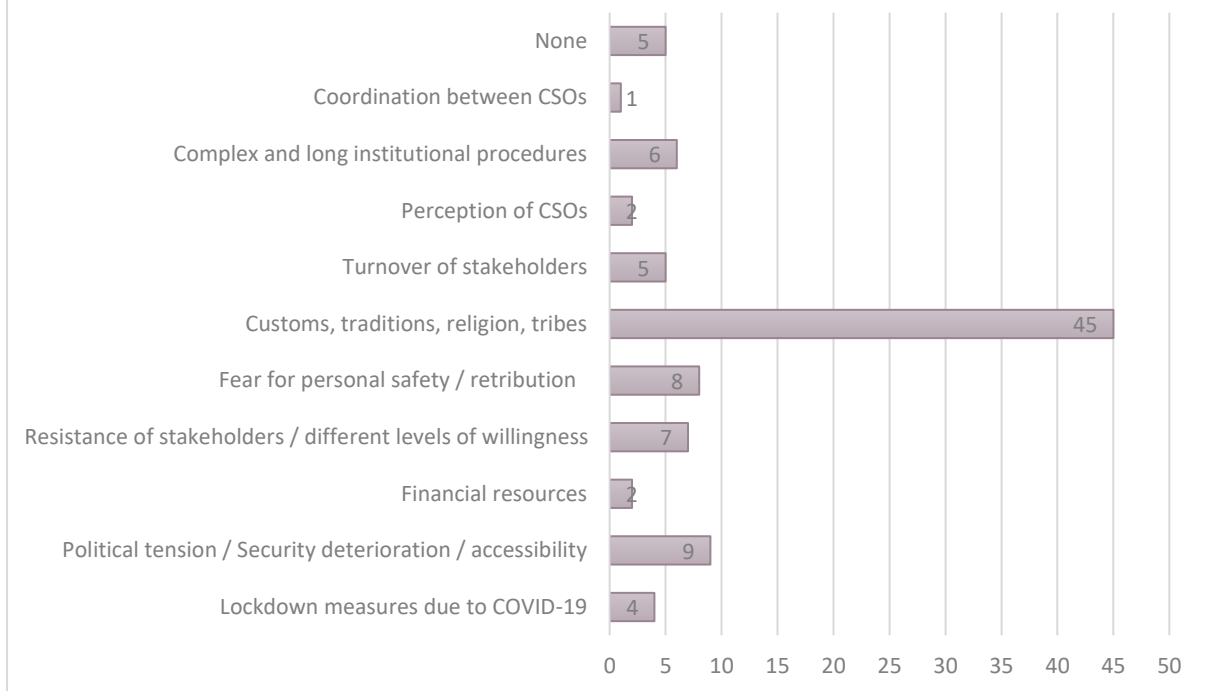
Despite the efforts towards the adoption of a Code of Conduct, this output has not been achieved within the life of the program. The Police willingness to cooperate in drafting a new Code of Conduct can indicate acknowledgement of Police to SGBV and the need to improve accountability mechanism to deter and prevent these violations. It is worth noting that IAA declared their willingness to capitalize on the momentum and to continue working with the MoI towards the adoption of the CoC provided availability of funds.

The evaluation identified a difficulty often faced in institutional capacity building related to the transfer of individual capacities to build the capacities of the institutions. To that end, systems need to be put in place, internal policies, and tools to be developed.

## **IV. CHALLENGES AND LESSONS LEARNED**

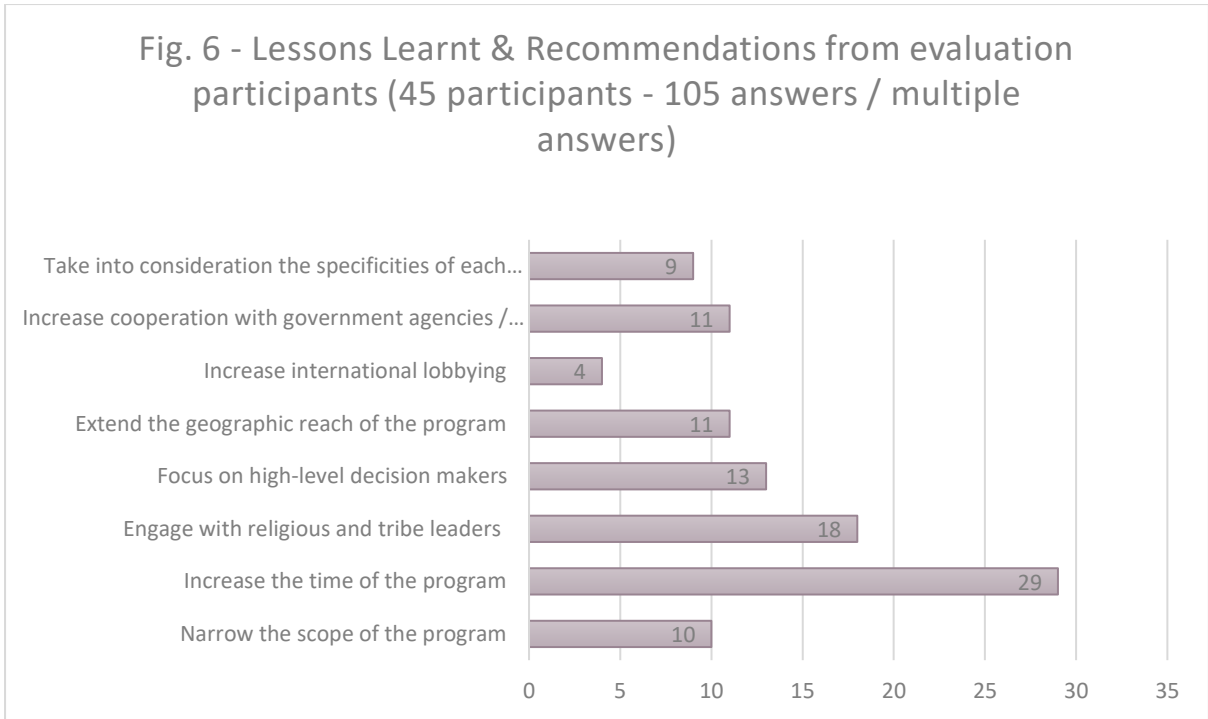
Developing activities and implementing projects in a volatile context such as Iraq proves to be extremely challenging. The fragility and ever-changing situation, violence, and unpredictability are the main elements that stressed the project. However, the Consortium's adaptability and flexibility have allowed the programme to achieving, to varying degrees, the objectives. The challenges faced that are presented in the chart below, are based on 94 responses from 87 participants (Consortium staff, members of women's groups, academics, CSOs, Police and government representatives). Resistance to change due to traditions and customs in addition to religious believes and the influence of tribal and religious leaders represent 47.9 % of the total of responses (45 out 94 responses). This indicates that any programme design should take into consideration those actors and factors to succeed in influencing the narrative, laws, and practices around SGBV. (For the remaining percentages and answers please see Fig. 5 External Challenges as perceived by evaluation participants).

Fig. 5 External Challenges as perceived by evaluation participants (87 participants - 94 responses)



Lessons learned and recommendations for future programs have been collected from 45 participants who provided 105 answers. Some recommendations might come across as conflicting due to the variety of groups of participants (Consortium staff, members of women’s groups, academics, other CSOs and other stakeholders such as Police and government representatives) and consequently a variety of points of views and priorities. However, the highest-ranking answer is the need to Increase *the time of the programme* with 29 out of 45 participants. The second most recurring recommendation with 18 responses is to *Engage with religious and tribal leaders* on the local level to influence the changes pertaining to societal perceptions and on the national level to influence changes pertaining to laws and reforms. The other recommendations come in order of priority as follows: *Increase cooperation with government agencies and parliament committees* with 11 votes; *Extend the geographic reach of the programme* with also 11 votes; *Take into consideration the specificities of each governorate* with 9 votes and finally *Increase international lobbying* with 4 votes. (Please see Fig. 6 Lessons learnt and recommendations from evaluation participants)

The views of the evaluation team pertaining to recommendations for future programming are summarized in the second section of this report under [Recommendations](#) and have been presented throughout the report.



The evaluation came across findings that are **out of the evaluation scope**<sup>2</sup>, related mainly to **internal challenges** of the consortium members. For the sake of learning, the evaluation lay down the following findings. The evaluation found that programme implementation was delayed by high turnover of staff, multiple hand overs, changes in management approaches, and relation building with the partners. With each change comes new process of onboarding and developing an understanding of the program, and the complex context. The evaluation also found that the complexity of the programme compounded by the various partners involved at different phases of the programme created another set of challenges in terms of coordination, synchronization of activities and communication to bring everyone on the same page throughout the four years.

<sup>2</sup> The Evaluation scope and matrix can be revised from the inception report.

## RECOMMENDATIONS

### RELEVANCE

- Improve participatory planning with all local partners and include key stakeholders to develop interventions that are better tailored to the specificities of each locality.
- Improve selection process for participants in capacity building.
- Tailor capacity building to the level, specificities of the context and the target groups, this is especially relevant for the academics training.
- Tailor research methods, sampling and data collection tools to Iraq context sensitivities, safety, precautions, and challenges of access especially in HSS.

### SUSTAINABILITY

- Include institutional capacity building, systems development to influence capacities around SGBV for police institutions and local partners.
- Allocate resources for institutionalizing cooperation with local and national stakeholders in addition to cultivating relations of mutual interest and benefits. This can be done by sustained engagement, continuous capacity building, cooperating on planning and implementation of joint activities amongst other.

### EFFECTIVENESS

- Policy change must take into consideration the different power dynamics and include all relevant actors such as political, tribal, and religious leaders.
- Work with fewer layers of the Theory of change, with specific focus to yield results per phase/ layer.
- Allow time for the build-up of processes to induce change on policy and practice levels.
- Adopt consultative and participatory monitoring and evaluation mechanism to measure the progress in real time and make time sensitive adjustments & develop sound processes and tools that are applicable to Iraq.
- Mentor and coach local partners continuously to produce reporting of their work on outcomes level.
- Adapt data gathering tools to the level of sensitivity of the topic and to the specificities of the target group.

End of Report

## VI. ANNEXES

### Annex 1: List of Interviewees

Name of Interviewee	Organization / Entity
Ilham Makki	Iraqi Al Amal Association / Baghdad
Zainab Kadhim	Iraqi Al Amal Association / Baghdad
Jamal Al-Jawahiri	Iraqi Al Amal Association / Baghdad
Amal Kibashi	Iraqi Al Amal Association / Baghdad
Dr Najla Abdel Hussein	Iraqi Al Amal Association / Salah ad-Din
Surood Mohamad Faleh	Iraqi Al Amal Association / Kirkuk
Fatima Al-Bahadly	Al-Firdaws / Basra
Takwa Mohamad Takkii	Al-Firdaws / Basra
Rou'a Maher Salem	Al-Firdaws / Basra
Saba Azeem	PAX
Rajin Alqallih-van der Zijde	PAX (Support throughout the evaluation)
Florence Bateson	PAX (Support throughout the evaluation)
Anke Kluppels	PAX
Carrie Huisman	PAX
Vincent Vrijhoef	PAX
Michelle Bouchebel	Impunity Watch
Ali Aljasem	Utrecht University
Lt. Col. Hadi Nayef	Deputy Director of the Family Protection Department / Baghdad
Dr. Ibtisam Aziz	Former Director of the Department of Empowerment of Women / Baghdad
Hana Hammoud	CSO / Head of Board of the Iraqi Women Network / Baghdad
Zaher Rabie	Researcher / academic / Baghdad
Marwa Abdel Reda	Women's group / Baghdad

Inas Jabbar	Women's group / Baghdad
Intisar Karim Abdullah	Director of the women's empowerment department in the governorate office / Kirkuk
Colonel Amer Al-Zandi	Director of the office of the command of operations / Kirkuk
Dr. Alia Abbas Muhammad	Director of the Gender Division / Kirkuk
Colonel Abd al-Malik Yusef Ibrahim	Family Protection Unit / Kirkuk
Dr. Iram Omar Muhammad	Researcher / Academic / Kirkuk
Sabriya Omar Muhammad	CSO / Director of the Peace Volunteer Team / Kirkuk
Jimin Khorshid	Women's group / Kirkuk
Balsam Abdul Rahim	Women's group / Kirkuk
Brigadier General Hashem Al Mazrouei	Director of Protection and Security of Facilities / Salah ad-Din
Zeina Dahham Mzaal	Social researcher / Social Welfare Department of the Ministry of Labor and Social affairs / Salah ad-Din
Brigadier General Khamis Al-Issawi	Director of Family Protection Unit / Salah ad-Din
Dr. Samia Daham	Researcher / Academic / Salah ad-Din
Dr. Fayhaa Qahtan	CSO / Public Aid Organization / Salah ad-Din
Sarah Hassani Mohammed	Women's group / Salah ad-Din
Rana Siham	Women's group / Salah ad-Din
Brigadier General Bassem Ghanem	Director of the Media Unit / Police Command / Basra
Wijdan Hamza Abbas	Investigator at Family Protection Unit / Basra
Inas Ismail Jaber	Director of Women Empowerment and Associations affairs Department / Basra
Dr. Ali Judah Sabih Al-Maliki	Researcher / Academic / Basra
Elham Nasser Al-Zubaidi	President of the Lotus Cultural Association for women / Participated in writing of NAP 1325 when working at the Iraq Foundation / Basra
Fadia Bassem Salem	Women's group / Basra
Ban Khaldoun	Women's group / Basra

## Annex 2: List of participants in the Outcome Harvesting workshops

Name of participants	Organization / Entity
<b>Basra</b>	
Takwa Mohamad Takkii	Al-Firdaws / Basra
Rou'a Maher Salem	Al-Firdaws / Basra
Fatima Al-Bahadly	Al-Firdaws / Basra
Brigadier General Bassem Ghanem	Director of the Media Unit / Police Command / Basra
Wijdan Hamza Abbas	Investigator at Family Protection Unit / Basra
Inas Ismail Jaber	Director of Women Empowerment and Associations affairs Department / Basra
Fadia Bassem Salem	Women's group / Basra
Ban Khaldoun	Women's group / Basra
Dr. Ali Judah Sabih Al-Maliki	Researcher / Academic / Basra
<b>Baghdad</b>	
Ilham Makki	Iraqi Al Amal Association / Baghdad
Amal Kibashi	Iraqi Al Amal Association / Baghdad
Lt. Col. Hadi Nayef	Deputy Director of the Family Protection Department / Baghdad
Dr. Ibtisam Aziz	Former Director of the Department of Empowerment of Women / Baghdad
Hana Hammoud	CSO / Head of Board of the Iraqi Women Network / Baghdad
Zaher Rabie	Researcher / academic / Baghdad
Marwa Abdel Reda	Women's group / Baghdad
Inas Jabbar	Women's group / Baghdad



<b>Kirkuk</b>	
Surood Mohamad Faleh	Iraqi Al Amal Association / Kirkuk
Intisar Karim Abdullah	Director of the women's empowerment department in the governorate office / Kirkuk
Colonel Amer Al-Zandi	Director of the office of the command of operations / Kirkuk
Dr. Alia Abbas Muhammad	Director of the Gender Division / Kirkuk
Colonel Abd al-Malik Yusef Ibrahim	Family Protection Unit / Kirkuk
Dr. Iram Omar Muhammad	Researcher / Academic / Kirkuk
Sabriya Omar Muhammad	CSO / Director of the Peace Volunteer Team / Kirkuk
Jimin Khorshid	Women's group / Kirkuk
<b>Salah ad-Din</b>	
Dr Najla Abdel Hussein	Iraqi Al Amal Association / Salah ad-Din
Brigadier General Hashem Al Mazrouei	Director of Protection and Security of Facilities / Salah ad-Din
Zeina Dahham Mzaal	Social researcher / Social Welfare Department of the Ministry of Labor and Social affairs / Salah ad-Din
Brigadier General Khamis Al-Issawi	Director of Family Protection Unit / Salah ad-Din
Dr. Samia Daham	Researcher / Academic / Salah ad-Din
Sarah Hassani Mohammed	Women's group / Salah ad-Din

### Annex 3: literature review

Name of document	Type of document
Evaluation ToR	
aaa Annex A_PAX Alliance_Theory of Change	Programme proposal
aaa Annex B_PAX Alliance_Programme Proposal	Programme proposal
ToC – highlighting the focus of the evaluation as agreed with Florence and Rajin	
Engendering the Transition to Peace and Security in Iraq _2017 Annual Report - FINAL sent to MoFA	Annual Reports
2018 Annual Report _ Engendering the Transition to Peace and Security in Iraq_incl. Output tabl-20190717	Annual Reports
2019 Annual Report _ Engendering the Transition to Peace and Security in Iraq	Annual Reports
Q1 2017	Quarterly progress updates
Q2 2017	Quarterly progress updates
Q3 2017	Quarterly progress updates
Q4 2017	Quarterly progress updates
Q1 2018	Quarterly progress updates
Q2 2018	Quarterly progress updates
Q3 2018	Quarterly progress updates
Q4 2018	Quarterly progress updates
Q1 2019	Quarterly progress updates
Q2 2019	Quarterly progress updates
Q3 2019	Quarterly progress updates
Q4 2019	Quarterly progress updates
Q1 2020	Quarterly progress updates
Q2 2020	Quarterly progress updates
Outcome Harvesting report	Report
Outcome Statements 2019 NAP1325	Report
الإصلاحات القانونية والتنمية الاقتصادية - زينة اشرف	Policy papers
العنف ضد المرأة افة خطيرة تهدد امن المجتمع - عبير دهام	Policy papers
الغاء او تعديل المادة 409 من قانون العقوبات - دكتورة يمامة محمد	Policy papers
انقذو السبايا - رنا جاسم	Policy papers

اوقفو العنف ضد المرأة - اميرة	Policy papers
تشريع قانون للمصالحة المجتمعية - زاهر ربيع	Policy papers
2017 02 20 Report on Needs Assessment Workshop and Follow FINAL draft	Report
2018 01 12 Baseline _ Final Draft _ To be reviewed for 2017 AP	Baseline study
190129_HSS-Iraq-Methodology-one-pager-1	HSS Research Methodology
191129_HSS-Basra-Gender-Dynamics_2019	HSS report
191210_HSS-Kirkuk-Gender-Dynamics	HSS report
191212_HSS-Salahaddin-Gender-Dynamics-2019	HSS report
191212_HSS-Salahaddin-Governorate-Summary-2019	HSS report
200128_HSS-Kirkuk-Governorate-Summary_REVISED	HSS report
Final_HSS-Basra-Governorate-Summary2019	HSS report
HSS-Midterm-Evaluation_Executive-Summary	Evaluation
M_E session-basra-english version	Report
M_E sessions report-english version-Baghdad-Kirkuk-Salaheddin	Report
International Advocacy strategy plan	Strategy
IW IRAQ REPORT- ENGLISH- FINAL- 6.7.2020	Report
MRP-2017-R31P092-Engendering the Transition to Peace and Security in Iraq-03-04-2018-new DB	Report
MRP-2018-R31P092-Irak 1325-190327	Report
2017 12 05 _ Annual Coordination Meeting _ NAP 1325 Iraq _ Summary Report	Meeting report
2017 02 20 Inception Workshop Report_draft	Workshop report

## Annex 4: Outcome Harvest Analysis

Social Actor/Change Agent: <b>Police / Kirkuk</b>
<b>Outcome statement</b> - <i>Describes details of selected outcome based on available info.</i>
<b>Change in the way the police deal with women and the cases of violence to which women are exposed.</b> The Family Protection Unit in Kirkuk has become more accessible to women. The location has been moved in 2020 to a discreet location in a Conex (large, steel-reinforced reusable prefab unit) provided by IAA. Women victims of violence, or who come to complain, can access the FPU without having to go through security. Women are received by female officers. The waiting time for statement taking has decreased (from a few hours to less than thirty minutes). The complaints are handled in a faster and more efficient manner by referring the case to the relevant authority. The number of cases received has increased from 20 to 30 per year (18 cases in 2012) to 20 to 30 per month (410 in 2017, 415 in 2019). (According to the director of the Family Protection Unit). Furthermore, following joint efforts by Family Protection Unit and the women's group, 45 women officers have been approved by the governor and the Minister of Interior and pending approval of the 2021 government budget.
<b>Significance/Relevance</b> - <i>Statement clarifying relevance/significance to programme's intended outcomes</i>
These outcomes are directly linked to the second objective " <b><i>Iraqi Police become more responsive to SGBV cases (as a result of increased cooperation, and participation of women)</i></b> ". The location of the Family Protection Unit was inside a security compound alongside other Police units guarded by several checkpoints which deterred women from reaching the family protection unit. FPU also increased the recruitment of women officers to lead hearings and investigations with women victims of domestic violence. Having female officers at the Family Protection Unit allows women victims a safe space to discuss private and sensitive matters which will reassure more women to reach out for help and file complains. These measures indicated a greater responsiveness and sensitivity of the Police towards the needs of victims of SGBV.
<b>Contribution</b> - <i>Available evidence linking direct contribution and/or the strategic goals of Project team to this outcome</i>
The change of location was upon the request of the women's group in Kirkuk following multiple efforts to connect, dialogue and build trust. IAA provided the Police with the prefab unit. The women's group in (Kirkuk) and the Director of the Family Protection Unit also worked together on awareness campaigns against SGBV, and campaigns recruit women police officers into the Family Protection Unit.

Social Actor/Change Agent: <b>Police / Basra</b>
<b>Outcome statement</b> - <i>Describes details of selected outcome based on available info.</i>
<p><b>Change in the way the police deal with women and the cases of violence to which women are exposed.</b></p> <p>The Family Protection Unit in Basra has created a separate room for the women filing complaints to ensure respect of privacy and confidentiality. The hotline of Al-Firdaws was disseminated by the Police in their awareness campaign. Women are received by female officers. The waiting time for statement taking has decreased (from a few hours to less than 30 mins). The complaints are handled in a faster and more efficient manner by referring the case to the relevant authority. The number of cases received has increased from 858 cases in 2016 to 1500 cases in 2020 (statistics from the Family Protection Unit). The cases fall under several categories: domestic violence, incest, blackmail, etc. whereas in the past complaints were almost restricted to conjugal cases. Furthermore, there was an increase of enrolment of women in the police service the latest figures went from 3 female officers to 120 female graduates approved by the director of Police pending the approval of the Prime Minister. The Police intervened in protecting some women victims of SGBV in IDP camps in Basra after cases of sexual harassment by camp security were reported in IFS study of 400 women living in the camp.</p>
<b>Significance/Relevance</b> - <i>Statement clarifying relevance/significance to programme's intended outcomes</i>
<p>These outcomes are directly linked to the second objective <i>"Iraqi Police become more responsive to SGBV cases (as a result of increased cooperation, voice and participation of women)"</i>. The police manifested better understanding of the magnitude and root causes of SGBV, the needs of victims for easier and more discreet access to Police. Prior to the program, some women victims of domestic violence were turned away from the family protection. Women did not enjoy the right to privacy and confidentiality, as no separate space was available. The family protection unit lacked a hotline in Basra for reporting cases of SGBV further limiting the access of victims to the police. FPU also increased the recruitment of women officers to lead hearings and investigations with women victims of domestic violence. Having female officers at the Family Protection Unit allows women victims a safe space to discuss private and sensitive matters which reassure more women to reach out and file complains.</p>
<b>Contribution</b> - <i>Available evidence linking direct contribution and/or the strategic goals of Project team to this outcome</i>
<p>These changes have been done upon the request of the women's group in Basra following multiple efforts to connect, dialogue and build trust. The women's group in Basra and the Director of the Family Protection Unit also worked together on awareness campaigns against SGBV, and to encourage women to enrol as police officers at the Family Protection Unit. IFS encouraged the Police to intervene in handling cases of sexual harassment against IDP women in IDP camps by camp security.</p>

Social Actor/Change Agent: <b>Police / Salah ad-Din</b>
<b>Outcome statement</b> - <i>Describes details of selected outcome based on available info.</i>
<p><b>Change in the way the police deal with women and the cases of violence to which women are exposed.</b></p> <p>The Family Protection Unit in Salah ad-Din has become more accessible to women. The location has been moved in 2019 to a discreet location. Women victims of violence, or who come to complain, can access the FPU without having to go through security. Separate rooms are dedicated to women respecting their right to privacy and confidentiality. The waiting time for statement taking has decreased (from a few hours to less than 30 minutes). The complaints are handled in a faster and more efficient manner by referring the case to the relevant authority. A hotline has been created and is available 24/7. The number of cases received has increased from 1 or 2 per week to 15 to 20 per week. (According to the director of the Family Protection Unit). Furthermore, there was an increase of enrolment of women in the police service the latest figures went from 67 to 309 female officer. (According to the director of the Family Protection Unit).</p>
<b>Significance/Relevance</b> - <i>Statement clarifying relevance/significance to programme's intended outcomes</i>
<p>These outcomes are directly linked to the second objective "<b><i>Iraqi Police become more responsive to SGBV cases (as a result of increased cooperation, voice and participation of women)</i></b>". The location of the Family Protection Unit was inside a security compound alongside other Police units guarded by several checkpoints which deterred women from accessing the family protection unit. Female officers are now dealing with female cases which ensures safer space to discuss private and sensitive matters and reassure women to reach out and file complains.</p>
<b>Contribution</b> - <i>Available evidence linking direct contribution and/or the strategic goals of Project team to this outcome</i>
<p>The outreach, advocacy and engagement efforts of Salah ad-Din Women's group with the Family Protection Unit has led to change of location of the FPU and the allocation of separate rooms thus increasing the access of women to the Police.</p>

Social Actor/Change Agent: <b>Police – CSOs relationship in all four localities</b>
<b>Outcome statement</b> - <i>Describes details of selected outcome based on available info.</i>
<p><b>Development of the relationship of trust and cooperation between Police and civil society organizations.</b></p> <p>The Police perception of CSOs role in the society has changed. Police casted doubts on the effects and benefits of CSOs prior to their engagement during this program. Police participation in trainings, and collaborative work on some cases have improved protection of women victims of SGBV. Police referred cases of women victims of violence to CSOs for treatment, legal aid, psychological support etc., and engage in direct coordination with CSOs to deal with specific cases brought to their attention by the CSOs.</p> <p>The level and representation of police to CSOs lead events (i.e., more in terms of numbers and higher in ranks) have increased. CSOs requests for meeting were swiftly accepted, and police are increasingly reaching out to CSO to ensure their participation in trainings that the police department / or government entities are planning.</p>
<b>Significance/Relevance</b> - <i>Statement clarifying relevance/significance to programme’s intended outcomes</i>
<p>The close engagement, and participation of the police in CSOs activities and case referrals indicates an acknowledgment of benefit from cooperation, shared learning, and joint actions to achieve better response to SGBV cases. These outcomes are in line with both the second objective <b>“Iraqi Police become <i>more responsive to SGBV cases</i>;</b> and the third objective <b>“Increased influence and engagement of women organizations and networks in discussions on security and SSR on local national and international level”</b>.</p>
<b>Contribution</b> - <i>Available evidence linking direct contribution and/or the strategic goals of Project team to this outcome</i>
<p>These outcomes are the direct results of the women’s groups repeatedly meeting and developing professional relationship and trust with the Police who together planned and implemented measures to address access of women victims of violence.</p>

Social Actor/Change Agent: **Women's groups in all four cities**

**Outcome statement** - *Describes details of selected outcome based on available info.*

**Enhancement in the capacities of women and their access to and engagement with Police.**

Women's group members have become better aware of gender, sexual violence issues and the laws. Women have also become more aware of how to file complaints around violence cases, gained voice to speak up against domestic violence and seek help.

Women have acquired communication skills and the ability to facilitate discussions with decision-makers and police on SGBV issues. Several women used social media and media to advocate for women's issues and the challenges women face in Iraq. Several women have created smaller women's groups in their areas to facilitate discussions and empower other women to speak up against SGBV. All of which also contribute to changing the social perception about women and gender roles.

**Significance/Relevance** - *Statement clarifying relevance/significance to programme's intended outcomes*

The improvement in the capacities of women and their ability to access the Police is in line with the second objective "*Iraqi Police become more responsive to SGBV cases as a result of increased cooperation, voice and participation of women*". Moreover, the change in social perceptions about women and gender roles and about women speaking up against violence and breaking the stigma of dishonour will encourage more women to seek help.

**Contribution** - *Available evidence linking direct contribution and/or the strategic goals of Project team to this outcome*

The capacity building has directly contributed to women's group members becoming more aware and familiar with the concepts of gender, sexual violence, and laws. Moreover, the survey, the policy papers and the real-life cases produced by academics under the first objective of "*Increased understanding and awareness of root causes and patterns of SGBV and impunity thereof and increased capacity to develop, implement and evaluate effective transformative strategies on SGBV*" provided the evidence base to support the SGBV cause.



Social Actor/Change Agent: **Local Partners**

**Outcome statement** - *Describes details of selected outcome based on available info.*

**Development of the capacities of local partners.**

local partners' capacity to produce evidence base research for advocacy on complex and sensitive issues have improved (The mapping report on the root causes and patterns of SGBV in Iraq, oral history and testimonies presented in a booklet and in videos, The Human Security Survey). Several interviewed police chiefs declared that the presentation made by the partners constituted a turning point that affected their views on SGBV. The partners' advocacy capacities yielded positive outcomes on multiple levels; notably the relocation of some Family Protection Units, the establishment of hotlines, the enrolment of (more) female officers.

Moreover, in November 2017, CSOs and government institutions (The Women Empowerment Directorate of the Iraqi Council of Ministers and the intergovernmental "Committee for the Advancement of Women") campaigned together against the proposed amendments to the personal status law that would have conveyed legal authority on marriage-related matters to Shia and Sunni religious establishments. The head of the parliament withdrew the law from the parliamentary agenda and sent it to the parliament's Women, Family, and children Committee for review. No parliamentary vote has taken place. Although the evaluation did not find concrete evidence that the campaign directly influenced this outcome, however it is likely that the campaign contributed to the efforts leading to it.

In 2017, IAA cooperated with the Police (Director of Operations) and contributed to the efforts leading to the release of 120 women family members of ISIS fighters (out of 180 held in an IDP camp).

Furthermore, local partners cooperated with other CSOs to support and provide services to victims and survivors of SGBV. For example, in Baghdad, 20 women representing civil society organisations, academics, civic activists and gender experts formed a women's group to work with the Iraqi Women Network to discuss ways to support the gender mainstreaming of government institutions and civil society organisations so that they become more responsive to SGBV.

**Significance/Relevance** - *Statement clarifying relevance/significance to programme's intended outcomes*

The work of Iraqi partners and the successful relationship established with the Police led to changes in perception of CSOs from being ineffective to having a role in society and bringing improvements to the lives of citizens. This prompted other CSOs to increase their cooperation with the Police to further the support of SGBV survivors.

**Contribution** - *Available evidence linking direct contribution and/or the strategic goals of Project team to this outcome*

The training, exchange of experiences, support and mentoring provided by PAX, IW and UU have contributed to improving the knowledge and capacities of local partners.

## Annex 5: Evaluation Matrix and Questions

Key Evaluation Questions	How will we know? (Indicator)	What do we want to know? Type of information	Where will the data come from? Data Source	Data collection method
<b>RELEVANCE: The extent to which the intervention objectives and design respond to country's needs, and priorities</b>				
<b>KEQ1-</b> To what extent were the intervention's design and approaches appropriate, and adaptive to changes in the Iraqi context, power dynamics, and culture?	The activities of the programme were aligned with the priorities of Iraq / national 1325 plans  Local partners and beneficiaries were consulted in the planning and implementation phases.	the evaluation will examine whether the elements of the programme are in-line with local and national priorities, needs, context, power dynamics, and whether the programme management was able to adapt to changes.	Reports Programme staff Partners Local authorities/Mol /Department of training Beneficiaries / academics and women's groups	- Literature review (programme documents reports, Outcome harvesting, publications) - Semi-structured Interviews with programme staff, partners, local authorities, and key informants - Interviews with beneficiaries / academics and women's groups.
<b>Effectiveness: What worked? In which context and for whom; The extent to which the programme achieved, or is expected to achieve, its results, changes, and achievements (positive and negative, directly, or indirectly, intended, or unintended.)</b>				
<b>KEQ2-</b> to what extent did the programme enhance the capacities	increased capacity of partners, activists, and researchers to	The questions will gather evidence about the changes in capacity,	Reports Interviews	- Document review of docs and plans - Interviews with

<p>of Iraq local partners, researchers, academics to do research and advocacy to influence policies.</p> <p><b>KEQ3-</b> to what extent did the programme enhance capacities of women, their access to, and engagement with security / police and other national/local actors.</p> <p><b>KEQ4-</b> to what extent did the programme impact Iraqi police behaviour / responsiveness to (S)GBV cases. Including better accountability structures and mechanisms (code of conduct, hotline, and follow up process) on</p>	<p>champion women, Peace and Security issues</p> <p>increased accessibility of women to police</p> <p>increased awareness about SGBV among police and security sector</p> <p>responsive/acceptance of police to gender-sensitivity</p> <p>enhanced mechanisms of accountability of police</p>	<p>behaviour, relationships and mechanisms. the questions will explore changes is awareness, and attitudes, regarding SGBV and women access to security,</p> <p>Questions will gauge police responsiveness, and inclusion of SGBV in their mechanisms and actions.</p> <p>The questions will also examine capacity development among activists, CSO, researchers, academics to advocate on women peace and security, and whether the programme was able to reach/involve the right actors for the</p>	<p>Outcome harvesting</p>	<p>programme staff and partners</p> <ul style="list-style-type: none"> <li>- Interviews with 3 members of women’s groups per city</li> <li>- Interviews with other stakeholders (including police / national security)</li> </ul> <p>Outcome harvesting with women’s groups beneficiaries- questionnaires with women members of the committees in 4 cities to identify main outcomes on 4 levels:</p> <p>Capacity Behaviour, Relationships governance</p>
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<p>the national and Local levels.</p> <p><b>KEQ5</b> - To what extent was the programme able to reach/engage with the decisions makers who influence the situation of women and security in Iraq?</p>		<p>envisioned change locally and nationally.</p>		
<b>Sustainability</b>				
<p><b>KEQ 6</b>- To what extent can the effects of the programs contribute to longer improvement in Iraq in terms of capacities, relationships and accountability mechanisms/ policies?</p>	<p>Extent to which the effects can be built upon in the following:</p> <ol style="list-style-type: none"> <li>1. capacities of women</li> <li>2. capacities of Mol and police</li> <li>3. partnerships between local partners and government stakeholders</li> <li>4. capacities of academics and CSOs</li> <li>5. influencing policies / accountability</li> </ol>	<p>The questions will explore what evidence exists to suggest that the benefits of the programme will continue after programme closure and contribute to long-lasting effects in Iraq.</p>	<p>Reports Interviews</p>	<ul style="list-style-type: none"> <li>- Document review of docs and plans</li> <li>- Interviews with programme staff and partners</li> <li>- Interviews with women's groups</li> <li>- Interviews with other stakeholders and beneficiaries</li> </ul>

	mechanisms (codes of conduct)			
<b>Lessons Learnt</b>				
What are the main challenges and lessons learned for Pax, IW& IAA to work on Women, Peace and Security (WPS) programming, and Human Security in Iraq? & what recommendations on how this programme could better integrate the research and advocacy components?	Learnings compiled from the programme implementation.	Identify relevant elements that can be capitalized and applied to the future phase and similar future programs	Reports Interviews questionnaire	<ul style="list-style-type: none"> <li>- Document review of docs and plans</li> <li>- Interviews with programme staff and partners</li> <li>- Interviews with women's groups</li> <li>- Interviews with other stakeholders and beneficiaries</li> <li>- Questionnaire for women beneficiaries</li> </ul>
	<p>Factors that have hindered the program.</p> <p>What recommendations for improvements in future programming?</p>	Identify any limitations to change, any challenges faced and how it was handled.	<ul style="list-style-type: none"> <li>- Reports</li> <li>- Interviews</li> </ul>	<ul style="list-style-type: none"> <li>- Document review of docs and plans</li> <li>- Interviews with programme staff and partners</li> <li>- Interviews with women's groups</li> <li>- Interviews with other stakeholders and beneficiaries</li> </ul>

	<p>Analysis of how the programme succeeded and where it missed, and why?</p> <p>Learnings compiled from the programme implementation.</p>	<p>Identify any limitations to change, any challenges faced and how it was handled.</p>	<p>- reports Interviews</p>	<p>- <i>Interviews with programme staff</i></p> <p>- <i>Interviews with women coordinators</i></p> <p>- <i>Interviews with stakeholders and beneficiaries</i></p>
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## Annex 6: Data collection Tools

### Detailed Interview Questions

#### Programme personnel / partners and women's groups

<p><b>Introduction</b></p>	<ul style="list-style-type: none"> <li>🌀 name, position, role,</li> <li>🌀 Involvement in the program</li> </ul>
<p><b>Relevance:</b></p> <p><b>KEQ1-</b> To what extent were the intervention's design and approaches appropriate, and adaptive to changes in the Iraqi context, power dynamics, and culture?</p>	<ul style="list-style-type: none"> <li>🌀 Can you explain what needs and priorities of Iraq / national 1325 plans did this programme come to address?</li> <li>🌀 what changes and amendments did the programme management implement to adapt to changes in the context (political, security, &amp; gender)</li> <li>🌀 How partners and women's groups were consulted in the planning and implementation</li> <li>🌀 Were the program's assumptions realistic, and did the programme undergo analysis on risks, security, traditions and values, political and tribal dynamics – all that affect SGBV?</li> </ul>
<p><b>Effectiveness</b></p> <p><b>KEQ2-</b> to what extent did the programme enhance the capacities of Iraq civil society, researchers, academics to do research and advocacy to influence policies.</p> <p><b>KEQ3-</b> to what extent did the programme enhance capacities of women, their access to, and</p>	<ul style="list-style-type: none"> <li>🌀 What are the main changes you think the programme brought forward on the <u>behaviours</u> of:             <ul style="list-style-type: none"> <li>- Women (increase cooperation, voice, and participation of women)</li> <li>- CSOs (increase cooperation, voice, and participation of women)</li> <li>- Police (responsiveness to (S)GBV cases/awareness/attitudes)</li> <li>- Researchers (awareness and sensitivity)</li> </ul> </li> <li>🌀 What are the main changes you think the programme brought forward on the <u>relations</u> (access and engagement / coordination and partnerships)</li> </ul>



<p>engagement with security / police and other national/local actors</p> <p><b>KEQ4-</b> to what extent did the programme impact Iraqi police behaviour / responsiveness to (S)GBV cases. Including better accountability structures and mechanisms (code of conduct, hotline, and follow up process) on the national and Local levels</p> <p><b>KEQ5</b> - To what extent was the programme able to reach/engage with the decisions makers who influence the situation of women and security in Iraq?</p>	<p>between the women and the CSOs  between the women and the police  between the CSOs and the police  between researchers and CSOs  among CSOs  with decision makers in Iraq</p> <ul style="list-style-type: none"> <li>• What are the main changes you think the programme brought forward on the <u>capacities</u> of: <ul style="list-style-type: none"> <li>- Women</li> <li>- Researchers (to carry out quantitative and qualitative research on SGBV)</li> <li>- CSOs</li> <li>- Police</li> <li>- Other actors (government units or community leaders)</li> </ul> </li> <li>• What are the main changes you think the programme brought forward on the accountability mechanisms, and institutional workings?</li> <li>• What strategies/communication/approaches/coordination did the programme adapt to ensure reach and engagement of decision makers (political, religious, and tribal - formal and informal) in Iraq</li> </ul>
<p><b>Sustainability</b></p> <p><b>KEQ 6-</b> To what extent can the effects of the programs contribute to longer improvement in Iraq in terms of capacities, relationships, and accountability mechanisms?</p>	<ul style="list-style-type: none"> <li>• What are the changes/effects that are likely to continue in the following: <ol style="list-style-type: none"> <li>1. capacities of women</li> <li>2. capacities of MoI and police</li> <li>3. partnerships between local partners and government stakeholders/community leaders</li> <li>4. capacities of academics and CSOs</li> <li>5. accountability mechanisms (codes of conduct)</li> </ol> </li> </ul>

**Lessons Learnt**

What are the main challenges and lessons learned for Pax, IW& IAA to work on Women, Peace and Security (WPS) programming, and Human Security in Iraq?

What recommendations on how could this programme better integrate the research and advocacy components?

- What were the challenges faced during the program?  
How were these challenges were addressed?
- What were the lessons learnt from the 4 past years
- If you have the chance to re-implement, what would you do different?
- What recommendations for improvements in future programming?

## Interview protocol with Police and Mol, community leaders, CSOs, academics

<p><b>Introduction</b></p>	<ul style="list-style-type: none"> <li>🌀 name, position, role,</li> <li>🌀 Involvement in the program</li> </ul>
<p><b>Relevance:</b></p> <p><b>KEQ1-</b> To what extent were the intervention’s design and approaches appropriate, and adaptive to changes in the Iraqi context, power dynamics, and culture?</p>	<ul style="list-style-type: none"> <li>🌀 Can you explain what are the main needs and priorities of Iraq / national 1325 plans?</li> <li>🌀 How were national stakeholders approached and engaged in the programme</li> <li>🌀 Did the programme take into consideration risks, security, traditions and values, political and tribal dynamics – all that affect SGBV?</li> <li>🌀 what changes and amendments did the programme management implement to adapt to changes in the context (political, security, &amp; gender)</li> </ul>
<p><b>Effectiveness</b></p> <p><b>KEQ2-</b> to what extent did the programme enhance the capacities of Iraq civil society, researchers, academics to do research and advocacy to influence policies.</p> <p><b>KEQ3-</b> to what extent did the programme enhance capacities of women, their access to, and engagement with security / police and other national/local actors</p> <p><b>KEQ4-</b> to what extent did the programme impact Iraqi police behaviour / responsiveness to (S)GBV cases. Including better accountability structures and</p>	<ul style="list-style-type: none"> <li>🌀 What are the main changes you think the programme brought forward on the <u>behaviours</u> of:             <ul style="list-style-type: none"> <li>- Women (increase cooperation, voice, and participation of women)</li> <li>- CSOs (increase cooperation, voice, and participation of women)</li> <li>- Police (responsiveness to (S)GBV cases/awareness/attitudes)</li> <li>- Researchers (awareness and sensitivity)</li> </ul> </li> <li>🌀 What are the main changes you think the programme brought forward on the <u>relations</u> (access and engagement / coordination and partnerships)             <ul style="list-style-type: none"> <li>between the women and the CSOs</li> <li>between the women and the police</li> <li>between the CSOs and the police</li> <li>between researchers and CSOs</li> <li>among CSOs</li> <li>with decision makers in Iraq</li> </ul> </li> </ul>

<p>mechanisms (code of conduct, hotline, and follow up process) on the national and Local levels</p> <p><b>KEQ5</b> - To what extent was the programme able to reach/engage with the decisions makers who influence the situation of women and security in Iraq?</p>	<ul style="list-style-type: none"> <li>• What are the main changes you think the programme brought forward on the <u>capacities</u> of: <ul style="list-style-type: none"> <li>- Women</li> <li>- Researchers (to carry out quantitative and qualitative research on SGBV)</li> <li>- CSOs</li> <li>- Police</li> <li>- Other actors (government units or community leaders)</li> </ul> </li> <li>• What are the main changes you think the programme brought forward on the accountability mechanisms, and institutional workings?</li> <li>• What strategies/communication/approaches/coordination did the programme adapt to ensure reach and engagement of decision makers (political, religious, and tribal - formal and informal) in Iraq</li> </ul>
<p><b>Sustainability</b></p> <p><b>KEQ 6</b>- To what extent can the effects of the programs contribute to longer improvement in Iraq in terms of capacities, relationships, and accountability mechanisms?</p>	<ul style="list-style-type: none"> <li>• What are the changes/effects that are likely to continue in the following: <ol style="list-style-type: none"> <li>1. capacities of women</li> <li>2. capacities of MoI and police</li> <li>3. partnerships between local partners and government stakeholders/community leaders</li> <li>4. capacities of academics and CSOs</li> <li>5. accountability mechanisms (codes of conduct)</li> </ol> </li> </ul>
<p><b>Lessons Learnt</b></p> <p>What are the main challenges and lessons learned for Pax, IW&amp; IAA to work on Women, Peace and Security (WPS) programming, and Human Security in Iraq?</p>	<ul style="list-style-type: none"> <li>• What were the challenges faced during the program? How were these challenges were addressed?</li> <li>• What were the lessons learnt from the 4 past years</li> <li>• If you have the chance to re-implement, what would you do different?</li> <li>• What recommendations for improvements in future programming?</li> </ul>

What recommendations on how could this programme better integrate the research and advocacy components?	
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## Questionnaire to individual members of the women's groups

<p>How did you hear about the program?</p>	<ul style="list-style-type: none"> <li>a- We were approached by Iraqi AlAmal / &amp; AL Firdaws (Basra)</li> <li>b- We were involved in a previous programme "name" _____</li> <li>c- We learned about it from _____</li> <li>d- We were living in the camp _____</li> <li>e- Other: _____</li> </ul>
<p>Why did you decide to engage in the program?</p>	<ul style="list-style-type: none"> <li>a- To voice out women concerns / raise awareness about women issues</li> <li>b- To deal with the violence women are facing in Iraq</li> <li>c- To establish communication and relation with the police</li> <li>d- To change the laws and behaviours</li> <li>e- To take some initiatives to defend women including myself</li> <li>f- Other _____</li> </ul>
<p>How did the programme affect your life?</p>	<ul style="list-style-type: none"> <li>a- I gained support from other women</li> <li>b- enhanced my self esteem</li> <li>c- I am more capable to express my opinion speak up against the violence</li> <li>d- I am more capable to discuss challenges and the situation of women</li> <li>e- I am less afraid from police</li> <li>f- I support other women</li> <li>g- I can engage now with the police</li> <li>h- I acquired more skills/capacities in: _____</li> <li>i- Other _____</li> </ul>

What are the most important effect/impact/change/success you achieved	
What were the major challenges faced during the program	
What priorities in SGBV do you think there is a need to focus on in Iraq?	
Who are the actors that you think need to be better engaged to decrease SGBV in Iraq	<ul style="list-style-type: none"> <li>a- The parliament</li> <li>b- The government</li> <li>c- The ministry of justice</li> <li>d- The ministry of Interior</li> <li>e- The police and security</li> <li>f- Politicians</li> <li>g- Women MPs</li> <li>h- Judiciary</li> <li>i- Tribal leaders</li> <li>j- Religious leaders</li> <li>k- Political parties and factions</li> <li>l- Lawyers</li> <li>m- Academics</li> <li>n- Youth</li> <li>o- Women</li> <li>p- Men</li> <li>q- Other _____</li> </ul>

## Annex 7: Videos links

- *Zeina from Salah ad-Din women's group:*

<https://www.dropbox.com/s/yuy7hg9356q0q74/Zeina%20from%20Salah%20ad-Din%20women%20group.mp4?dl=0>

- *Eman from Kirkuk women's group:*

<https://www.dropbox.com/s/uj6q3vkyh5780p5/Eman%20from%20Kirkuk%20women%20group.mp4?dl=0>

- *Fadia from Basra women's group:*

- <https://www.dropbox.com/s/o0hq4xswxkagai2/Fadia%20from%20Basra.mp4?dl=0>

- *Takwa from Basra women's group:*

- <https://www.dropbox.com/s/bpa4uuwsx2s58x5/Takwa%20from%20Basra.mp4?dl=0>

- *Ban from Basra women's group:*

<https://www.dropbox.com/s/59n50r2ejucv972/Ban%20from%20Basra.mp4?dl=0>



## Annex 8: Short biographies of main consultants

### The Lead Consultant / Mrs. Carla BouKheir

The Lead Consultant will be responsible for overseeing and managing the evaluation process and team. More specifically, she will conduct the desk review, lead in the preparation and development of the inception report, ensure the smooth and timely implementation of the data gathering and analysis, liaise with the Field Team and the project group, prepare the initial findings report, brief the project group on progress made during the implementation of the evaluation, and prepare the evaluation report.

Mrs. Carla BouKheir has over fifteen years of multi-disciplinary professional experience in data collection and analysis; baseline assessment (including coordination for scoping missions and consultations with national and international stakeholders) monitoring and evaluation, performance measurement and knowledge management; social work, training and capacity development, organizational development and strategic planning; program/project design (including budgeting and financial reporting) and results-based management; management of international development programs and grants management; staff management and leadership; Human Rights and humanitarian work.

Main countries of experience: Algeria, Chad, Jordan, Iraq, Lebanon, Liberia, Libya, Morocco, Palestine, Syria, Tunisia.

### The Evaluation Expert / Ms. Rania Fazah

A seasoned consultant practicing for over 15 years, Ms. Rania Fazah has expertise in Applied research, policy assessment, and evidence-based advocacy; capacity development, facilitation & training, organizational development, and strategic planning; design, implementation and results-based project management; evaluation, performance measurement, knowledge management and learning; human rights, corporate accountability. She has worked with various notable local and international organizations such as IDRC, USIP, USAID, Oxfam, NREGI, UN agencies, private sectors and governmental stakeholders in the Middle East. Ms. Fazah has worked in Afghanistan, Canada, Egypt, Jordan, Iraq, Kenya, Lebanon, Libya, Mali, Morocco, Nigeria, Occupied Palestinian Territories, Pakistan, Qatar, Sudan, Syria, Tunisia, UAE, UK, USA & Yemen.

Rania has a Masters in Evaluation from the University of Melbourne – Australia; post-graduate diploma in project and policy evaluation from Carleton University in Ottawa Canada, and a BA in journalism and political sciences from the Lebanese University - Beirut.

Between 2016 and 2018 Rania advised International Development Research Council of Canada on Inclusive economies and growth research and policy portfolio in the MENA, with a total budget of 2 Million Dollars.

Prior to her consulting career, Ms. Fazah was the Middle East Representative and Researcher for the London-based Business and Human Rights Resource Centre. She served as the Regional Project Officer for IKV Pax Christi, a Dutch-based peace organization, where she was responsible for co-managing the

Middle East Project in Jordan, Syria, and Lebanon. Prior to that Ms. Fazah acted as Regional Monitoring and Evaluation Coordinator for Naseej the Community Youth Development Project at Save the Children guiding the overall monitoring and evaluation of youth development projects and activities in Egypt, Jordan, Lebanon, West Bank and Gaza, and Yemen. Ms. Fazah acted as a subgrants officer at Save the Children Regional Community Youth Development Initiative. Ms. Fazah started her career in Lebanon coordinating the production of monthly youth publications published by Annahar Lebanon Daily, and the University of Balamand in Lebanon.

## Annex 9: Distribution of roles

Team Members	Position	Role within the Evaluation	Deliverables
Rania Fazah	Evaluation expert	Lead on the: design of the evaluation process, methodology, the design of the tools, and the outcome harvesting workshops. She will conduct executive oversight and will manage quality assurance on all deliverables.	<ul style="list-style-type: none"> <li>Literature review</li> <li>Inception interviews</li> <li>Evaluation matrix</li> <li>Design of evaluation approach, methodology and tools</li> <li>Draft Inception Report to PAX</li> <li>Data analysis - primary findings</li> <li>Debrief on initial takeaways Presentation</li> <li>Analysis of findings post debrief</li> <li>Draft Evaluation Report</li> <li>Submit Evaluation report to PAX</li> <li>PAX feedback</li> <li>Final Evaluation Report</li> </ul>
Carla BouKheir	Evaluation Team Leader	Lead the overall evaluation, liaise, and communicate with PAX. Undertake the design and development of the evaluation and methodology and manage the data collection and analysis process.	<ul style="list-style-type: none"> <li>Literature review</li> <li>Inception interviews</li> <li>Evaluation matrix</li> <li>Contribute evaluation tools</li> <li>Inception Report</li> <li>Final Inception report</li> <li>Identify and build the informants contact list</li> </ul>

			<ul style="list-style-type: none"> <li>Data collection</li> <li>Data analysis</li> <li>Debrief on initial takeaways presentation</li> <li>Analysis of findings post debrief</li> <li>Draft Evaluation Report</li> <li>Submit Evaluation Report to PAX</li> <li>PAX feedback on evaluation report</li> <li>Final Evaluation Report</li> </ul>
Jinan Abbas	<ul style="list-style-type: none"> <li>Data collection Officer</li> <li>Based in Iraq.</li> </ul>	Lead on interviews with women's group members, academics and CSO members	<ul style="list-style-type: none"> <li>Assist in data collection in the field</li> <li>Conduct interviews and facilitate questionnaire administration</li> <li>Outcome harvesting note taking</li> </ul>

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