



Quarterly Report for the Women Power in Politics Programme Iraq

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Annexes to this report:

1. CV Marcel van der Heijden;
2. Call for applications for local trainers (Arabic);
3. Call for applications for local trainers (English translation);
4. Terms of reference for training of trainers;
5. Power point presentation for inception workshop on programme content;
6. Power point presentation for inception workshop on contract management.

General progress		
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Introduction

This is the first quarterly report of the Women Power in Politics Programme Iraq, showing the start-up phase of the programme. In addition to this report, but separately, Hivos will send DRL the revised draft Monitoring & Evaluation Scheme for further discussion.

Hivos has requested the U.S. Department of State to submit the quarterly report a few days after the deadline. This was discussed with Ms Mary “Polly” Anderson during her site visit to Hivos in January 2014. Ms Mary “Polly” Anderson had agreed. We apologize for the delay.

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Relevant developments during past 3 months

The election date for federal Parliamentary elections in Iraq was determined on Wednesday 30 April 2014. This date was announced when the new elections law was approved by Iraqi federal Parliament in November 2013. The date was disputed, and sometimes still is, but it is still only date to focus on. The election campaigns will officially start on March 30th so the candidates have one month for their campaigns.

The elections will take place in all governorates of Iraq, including the Kurdish autonomous region (not related to the Kurdish parliament, but to the Kurdish representation in federal Iraqi Parliament). In the Kurdish region, the federal Parliamentary elections will be combined with elections for the Governorate Council. There is some confusion about the number of governorates which Iraq has today, after Halabja had been announced the 19th governorate of Iraq. State bodies and the election commission still work with the number of 18 governorates.

In total 277 political parties have registered in November 2013. After that, from December on, they started to discuss and form political coalitions. Three political parties are specifically women's parties which are Iraqi Women Voice Forum¹, Iraqi Women for Change², Independent Woman Movement³. Three women registered individually as candidates: Ms Barivan Nafkosh, Ms Nadima Kajan Kheder, and Ms Widad Karim Abdul-Rahman.

In December 2013, the political parties compiled their candidates lists, which needed to be submitted to the Independent High Electoral Commission (IHEC)⁴ before January 9th 2014. Al-Amal received the candidates lists from IHEC in January 2014 before it had been sent to the Accountability and Justice Commission for a final check and approval. Out of the total of 9345 candidates on the lists, there were 2597 women (27.8%). That is just slightly more than the quota of 25%. The Iraqi law stipulates that at least each fourth name on every candidates list should be a woman's name. The official quota for women's representation in Parliament and state commissions is 25% as well. So, out of the total number of 328 Members of Parliament, at least 82 will be women.

The most significant change to the new elections law, which was approved by Iraqi federal Parliament in November 2013, concerns the seat distribution method. Following a Supreme Court ruling that deemed the previous largest-remainder principle unconstitutional, Iraq now uses the Sainte-Laguë method to calculate the seats in Parliament. The Sainte-Laguë method is a highest quotient method for allocating seats in party-list proportional representation⁵. This gives smaller parties slightly better chances to win seats than under the previous system, but the new electoral law added some adjustments to the method, which actually limits the opportunity for small parties to have representatives in the new Iraqi Parliament. This recent adjustment to the Sainte-Laguë method was approved by the current Iraqi Parliament, but not by the government. This may create challenges at some point in time, especially because the adjustments seem to contradict the Iraqi Constitution. Other major systemic changes in the election law that were on the table were all dropped. There will be no change to the open-list system, nor will there be any revision to a single, nationwide electoral constituency, which the Kurds had pressed for.

Iraqi politics were disturbed by the recent turmoil in Anbar province, with heavy armed combat between Al-Qaeda aligned Islamic State of Iraq and the Levant or Islamic State of Iraq and Syria⁶ (ISIS or ISIL), the national security forces, and tribal groups from Anbar in the months of December and January, especially in the cities Ramadi and Faluja. The federal government and various political parties were part of the conflict. Because the government did not react professionally and constructively, many Iraqi claim, the conflict had a negative effect on the credibility of the federal government. It increased distrust against the government in Baghdad and fueled sectarian differences between Shiites and Sunnis. Ongoing turmoil may lead to exclusion of Anbar governorate from the federal elections, as well as Salah Al-Din and Ninewa governorates. However, until today, the government declared that the elections of April 30th will be held in all governorates of the country.

¹ تجمع صوت المرأة العراقي

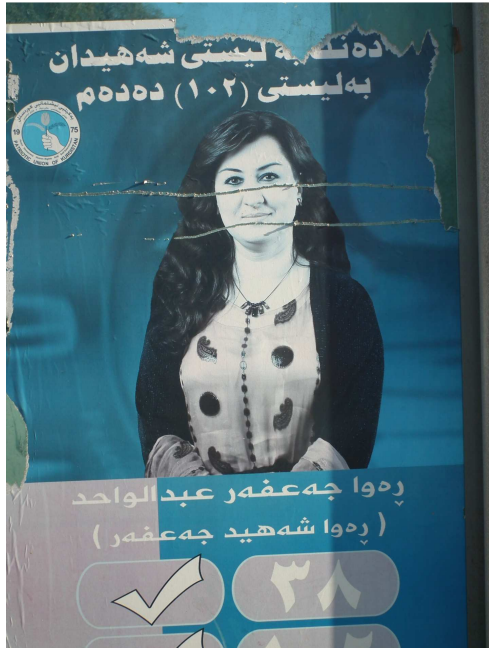
² كتلة عراقيات للتغيير

³ تيار المرأة المستقل

⁴ المفوضية العليا المستقلة للانتخابات

⁵ http://en.wikipedia.org/wiki/Sainte-Lagu%C3%AB_method

⁶ الدولة الإسلامية في العراق والشام



Election poster in Erbil of the previous elections in Kurdistan (2013).
Photo: Marcel van der Heijden

Programme successes during past 3 months

The fourth quarter of 2013 was the start-up period for the Women Power in Politics Programme. An important success is therefore that Hivos and Al-Amal **created a solid base** for proper and timely realization of the programme. Today, there is a solid administrative base on both sides, with highly qualified and well prepared project teams on both sides that are up for the task. Both teams understand their tasks and responsibilities. The cooperation between the two teams goes smoothly and is fruitful. Another pillar of the solid base for the programme, and a very important precondition for successful operation in the follow-up stage, is the **selection of 27 local trainers** from all 18 governorates in Iraq, with gender awareness/sensitivity and dedication to support women's political participation, with a lot of relevant experience and skills, and with fairly equal ratio of women and men (13:14). They have been trained in January 2014 and are ready to conduct training to a thousand female election candidates throughout Iraq. Most of the preparatory work for the Train-the-Trainers workshop in January took place in November-December 2013, including the selection of two trainers of trainers.

A third success of the programme in this period, with the potential to become a genuine milestone if the follow-up stage is successful, is the fact that **women's political participation has been brought under the attention** of the Iraqi Independent High Electoral Commission (IHEC) and of some major political parties. The seeds have been planted, but much more work is needed to get a harvest in the end.

From a blog written by Mr Wasfi Hashem Al-Shara'a from Basra, one of the 27 local trainers of the WPP programme, dated January 15, 2014:

My goal is the political empowerment of women in Iraq. (...) We know that each country has its own circumstances (...) but Iraq and the Netherlands have some common problems that drew my attention, for example the lack of trust between the voters and the candidates. In Iraq, this problem is the result of politicians' isolation behind the concrete walls under the pretext of the security situation, as they have become strangers to our streets and they do not feel the impact of car bombs like the other citizens do. I liked the picture of the former leader of the Dutch Labour Party, Wouter Bos, as he was keen to be surrounded by his constituents to begin to build bridges of trust between the candidate and the voter. From now on, I will make sure to advise all female candidates, whom I will train, to be close to their constituents. Not for a picture, but to start a new phase in Iraq's political history, in which honesty and trust prevail.

Published in Dutch on <http://www.hivos.nl/Actueel/Blogs/Dag-vier-van-de-workshop-de-dag-dat-ik-vond-wat-ik-zocht>

Implementation of the programme during past 3 months

Schematic comparison of the timeline with the realized activities during the past quarter shows the following picture. More detailed information per activity is given below the scheme.

Realization of WPP workplan according to the timeline	2013			
	Quarter:	1	2	3
Activity:	Month:	Oct	Nov	Dec
0. Program inception and building support				
0.0. Creating administrative basis for the program		OK	OK	
0.1. Hiring staff and contracting trainers		OK		OK
0.2. Buying supplies		OK		
0.3. Inception meeting of the program		OK		
1. Capacity building and assistance to female aspirants (1000)				
1.0. Preparatory meeting for Training of Trainers			OK	
1.1. Training of trainers – including preparations				OK
1.2. Local seminars for basic skills				
1.3. Assistance during elections				
1.4. Elections (30 April)				
2. Capacity building and assistance to high potentials (300)				
2.1. Selection of high potentials				
2.2. Support to trainers				
2.3. Advanced trainings and networking sessions for high potentials				
2.4. Practical support to high potentials				
3. Long term assistance to elected female representatives				
3.1. Training of trainers				
3.2. Continuous support to female MPs and institutions				
3.3. Advanced training workshops to elected MPs in Baghdad				
3.4. Advanced training workshops to elected MPs in Erbil				
3.5. Visit and exchange workshop from MPs from the Netherlands				
3.6. Meetings to create more support from civil society				
4. Engagement of political parties				
4.1. Discussion and educational meetings with Iraqi political parties				OK
4.2. Exchange with Dutch political parties				
4.3. Training and engagement of high potentials in influencing parties				
5. Awareness raising and education of female voters				
5.1. Regional stakeholder conferences				-
5.2. Local community meetings for direct awareness raising				
5.3. Engaging and informing influential media and journalists				-
5.4. Workshop with journalists and media professionals				
6. Monitoring & evaluation				
6.1. Regular monitoring		OK	OK	OK
6.2. Planning and Monitoring visits		OK		-
6.3. Mid term evaluation				
6.4. End of term evaluation				
6.5. Conference to share results of the program incl. findings of research				
6.6. Reporting				
6.7. Audit				

What follows here is more detailed information about the activities that were conducted in the period October-December 2013 (following the sequence of the timeline, shown above).

⁷ Preparations in December 2013 / January 2014, Training of Trainers itself in January 2014

Activity 0.0	Administrative Basis	Planning: at the start
O BEHIND SCHEDULE	✓ ON TARGET	O AHEAD OF SCHEDULE

Starting with something that was not explicitly included in the original timeline/workplan, but which should not be overlooked in this context, is the creation of the administrative basis for this programme. In September-October 2013, Hivos examined the contract and contract conditions of DRL and discussed this in a telephone meeting with the US Department of State (Radhika Prabhu, Joseph Sandor and Negin Sawez) in November 2013.

Hivos created the administrative basis for the implementation of the programme. This resulted in three projects in the Hivos administration: the Al-Amal share of the programme (project number 1007526, administered in US\$), the Hivos share of the WPP programme (project number 1007537, administered in US\$), and the Hivos own contribution to the WPP programme (project number 1007817, administered in EUR, because its source is the Dutch Ministry for Development Cooperation, part of the Ministry of Foreign Affairs). Also Al-Amal created the administrative basis for realization of this programme. It opened a separate e-mail account and telephone number for the WPP programme: wpp@iraqi-alamal.org and +964-771-8610711.

Hivos and Al-Amal signed an agreement to formalize their involvement in this joint programme. The draft contract was discussed during the visit of the International Programme Manager to Iraq in October 2013. The final contract was signed and countersigned in November 2013.

Hivos and Al-Amal also worked on the informational basis for the programme. A two-page info sheet about the Women Power in Politics Programme was made in Arabic (and distributed among the trainers at the Training of Trainers in January 2014). Information about the WPP programme was also disseminated via the e-mail and the digital exchange platform Iraq.

Activity 0.1	Hiring Staff	Planning: October 2013
O BEHIND SCHEDULE	✓ ON TARGET	O AHEAD OF SCHEDULE

In September-October 2013, Hivos and Al-Amal both formed the project teams, based in the Netherlands and in Iraq. The entire WPP team in the Netherlands and Iraq currently exists of the following people:

International Programme Manager	Hivos	Mr Marcel van der Heijden
National Programme Manager	Al-Amal	Mr Jamal Al-Jawahiri
Monitoring Experts	Hivos	Mr Kawa Hassan and Ms Reem Judeh
Financial Officers	Hivos	Mr Hugo Strikker and Mr Nurollah Ehsan
National Coordinators	Al-Amal	Ms Amina Goyani, Mr Falah Al-Alusi and Mr George Nichola
Training Coordinator	Al-Amal	Ms Nasrin Al-Amidi
Regional Coordinators	Al-Amal	Not selected in 4 th quarter 2013
Parliamentary Counselor	Al-Amal	Not selected in 4 th quarter 2013
Administrative Assistant	Al-Amal	Mr Awadis Awanis

Hivos needed to recruit a new person for the function of **International Programme Manager**, because Ms Jessie Hexspoor (who was mentioned for this position in the application) had left the organization and moved abroad. The vacancy was realized in the internal recruitment round (the Hivos job application procedure requires that all vacancies are first solicited internally among Hivos staff). Hivos assigned Mr Marcel van der Heijden for this position, a senior Hivos programme staff member and involved in Hivos's programme in Iraq and the wider MENA region from the very beginning. His curriculum vitae is attached to this report. Mr Van der Heijden divides his time between the Women Power in Politics Programme and the CSO Capacity Development Programme Iraq, which Hivos and Al-Amal jointly implement with financial support from the EU. Combining these two functions means that Mr Van der Heijden only focuses on Iraq now.

Al-Amal assigned Mr Jamal Mohammed Ali Al-Jawahiri at the position of **National Programme Manager**, as had been proposed in the application (please note that the first name ‘Jamal’ had erroneously been omitted from the final application, for which we apologize).

Concerning the position of the **Monitoring Expert** at Hivos, it was decided that Mr Kawa Hassan (proposed in the application) would share this task with Ms Reem Judeh. Ms Judeh, of Palestinian origin, is the new Hivos Programme Officer on Gender, Women and Development, succeeding Ms Jessie Hexspoor. She will give gender-specific inputs concerning monitoring, evaluation and reporting, as well as in the preparation stage of trainings of trainers (like the TOT in Erbil in January 2014). The adding of Ms Reem Judeh is budget neutral.

Concerning the position of the **Financial Officer**, it was decided that Mr Nurollah Ehsan (proposed in the application) would be supported by Mr Hugo Strikker. Mr Strikker is the financial manager of Hivos’s Office of Donor Relations. This is budget neutral as well.

Al-Amal needed to recruit new persons for the position of **National Coordinator**. Mr Hassan Wahab Hadi (who was proposed in the application) had been assigned as National Coordinator of the CSO Capacity Development Programme Iraq, which Al-Amal and Hivos jointly implement with financial support from the EU. In addition, because the time pressure is the highest in the first half year until the elections of April 30th, it was decided that more than one person would work as National Coordinators in the first half year, to be compensated in terms of working hours in the remaining part of the programme, which will have much less time pressure. The newly assigned National Coordinators are Ms Amina Goyani, Mr Falah Al-Alusi and Mr George Nichola. Ms Goyani, originally from Mosul but since 2004 based in Suleimania (and speaking both Arabic and Kurdish fluently), will cover the Kurdish region. She has been working as a volunteer in the 4th quarter of 2013. Mr Falah Al-Alusi is from outside Al-Amal, but from inside the Iraqi Women’s Network. He normally works for Salam Al-Rafidain Organization in Baghdad. He has good access to Sunni areas of Iraq. Mr George Nichola, with a Christian background, is based at Al-Amal HQ in Baghdad. He was particularly chosen for his language and writing skills, required for writing good quality reports and other documents about the WPP programme in English. These three National Coordinators have been assigned until May 2014. After May 2014, one of them will continue the work.

The **Training Coordinator** is Ms Nasrin Naji Khudair Al-Amidi, as proposed in the application. The other person who was suggested in the application for this position, Ms Ilham Makki Hammadi, was contracted as Trainer of Trainers for the 27 trainers in the TOT in Erbil in January 2014.

The selection process of the **Regional Coordinators** started in December 2013, but they were not assigned until late January 2014. Ten Regional Coordinators from all over Iraq have been assigned and came together in Erbil in January 2014 to discuss the programme and how they will be involved. This includes staff of regional offices of Al-Amal in Najaf, Kirkuk, etc. It was decided to have at least ten Regional Coordinators in order to minimize the security risks in the run-up to the election campaigns and avoid travel restrictions in this period. This decision does not affect the budget.

The **Parliamentary Counselor** has not been selected yet. This function will become particularly relevant in the stage after the elections. As mentioned in the application, this expert may be selected out of the pool of the local trainers.

The **Administrative Assistant** is Mr Awadis Antranik Awanis, as proposed in the application. He is based at Al-Amal HQ in Baghdad.

Other staff at Hivos, involved in the WPP programme but not on its budget, are Ms Eefje van den Meijdenberg, programme officer at Hivos’s Office for Donor Relations, and Mr Boris van Westering, coordinator of the Hivos West Asia team. Other staff at Al-Amal, involved in the WPP programme but not on its budget, includes co-founder and senior member Hanaa Edwar.

Activity 0.1	Contracting Trainers	Planning: October 2013
✓ BEHIND SCHEDULE	○ ON TARGET	○ AHEAD OF SCHEDULE

In December 2013, Hivos and Al-Amal also selected **27 trainers and 2 trainers of trainers** for the Train-the-Trainers workshop in Erbil in Mid-January 2014.

The selection of the local **trainers** was a time-consuming process, but necessary because it formed the basis of the work throughout the WPP programme, but particularly during the months until the elections. Al-Amal had issued a call for applications on three different websites (in Arabic only – see the Arabic call and English translation attached as annex to this report) to which 130 applicants reacted, with motivation

letters, CVs and references. From these 130 applicants, Al-Amal eventually selected 27 people from all governorates of Iraq, who would first participate in the TOT in January 2014 and then train female candidates in their own governorates - a thousand in total. It was decided to select 27 instead of 25 (as proposed in the application) to have a few well-trained extra resources available, in case the security situation in the run-up to the elections no longer enables some of the trainers to do the trainings or in case people have to leave the programme for other reasons. Hivos and Al-Amal made sure that this was a budget neutral change.

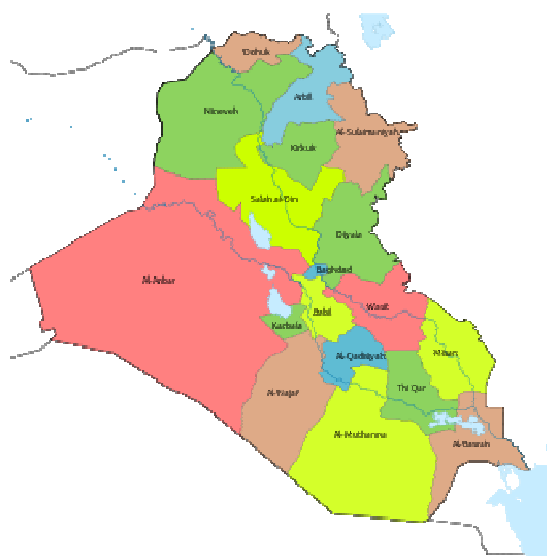
All selected trainers were identified as Iraqis with experience in training, with gender awareness and dedication to women's participation, and some with political experience themselves. Besides these individual criteria for candidates, Al-Amal also used criteria for the composition of the whole group, such as gender balance (ratio men and women) and the geographical spread (all governorates to be represented, some governorates with more than one trainer).

After this selection process, Al-Amal interviewed all selected candidates first, and then checked the references of candidates by telephone and e-mail. Hivos did the check on the final 27 trainers in the Excluded Parties List System (EPLS) in the US Department of State System for Award Management (SAM) on <https://www.sam.gov>. The 27 selected were contracted in January 2014. It concerns the following 14 men and 13 women:

The 27 WPP trainers from the 18 governorates of Iraq				
Governorate	WPP Trainer	Total area	Population	Capital
Anbar Governorate	Ms Wisam Al-Rawi Mr Manaf Abd-al-Latif Al-Any	53,476 sq mi (138,501 km ²)	1,561,400	Ramadi
Arbil Governorate	Ms Ru'a Ahmad Shawkat	5,820 sq mi (15,074 km ²)	1,612,700	Erbil
Babil Governorate	Mr Yas Al-Ardawi Mr Salah Al-Badri	1,976 sq mi (5,119 km ²)	1,820,700	Hilla
Baghdad Governorate	Ms Wathba Abd-al-Latif Al-Tayar Ms Maysun Jam'a Al-Badri Ms Ban Sabri Ms Salima Insil Mr Hamid Jahjih	1,759 sq mi (4,555 km ²)	7,055,200	Baghdad
Basra Governorate	Mr Wasfi Hashem Al-Shara'a Mr Mohammad Ali Afluk	7,360 sq mi (19,070 km ²)	2,532,000	Basra
Dhi Qar Governorate	Ms Fatima Mohsin Al-Zaidi	5,000 sq mi (12,900 km ²)	1,836,200	Nasiriya
Diyala Governorate	Ms Zaman Khalil Abd-Allah	6,828 sq mi (17,685 km ²)	1,443,200	Baquba
Dohuk Governorate	Mr Shirzad Mohammad Bir Musa	2,530 sq mi (6,553 km ²)	1,128,700	Dohuk
Karbala Governorate	Ms Thilal Fa'iq Mr Ali Hassun	1,944 sq mi (5,034 km ²)	1,066,600	Karbala
Kirkuk Governorate	Ms Nazanin Anwar Mohammad	3,737 sq mi (9,679 km ²)	1,395,600	Kirkuk
Maysan Governorate	Mr Sa'ad Jabar Al-Batat	6,205 sq mi (16,072 km ²)	971,400	Amara
Muthanna Governorate	Mr Haidar Al-'Owadi	19,980 sq mi (51,740 km ²)	719,100	Samawa
Najaf Governorate	Ms Nagham Kadhum	11,129 sq mi (28,824 km ²)	1,285,500	Najaf
Ninewa Governorate	Mr Ahmad Ghalib Bajalan	14,410 sq mi (37,323 km ²)	3,270,400	Mosul

The 27 WPP trainers from the 18 governorates of Iraq				
Governorate	WPP Trainer	Total area	Population	Capital
Qādisiya Governorate	Mr Ahmad Mohammad	3,148 sq mi (8,153 km ²)	1,134,300	Diwaniya
Salah Al-Din Governorate	Ms Najla' Al-Ghizali Ms Ra'la Mustafa Hamud	9,556 sq mi (24,751 km ²)	1,408,200	Tikrit
Sulaymaniya Governorate	Mr Falah Muradkhan Shakaram	6,573 sq mi (17,023 km ²)	1,878,800	Sulaymaniya
Wasit Governorate	Mr Maher Mahmud Nasir	6,623 sq mi (17,153 km ²)	1,210,600	Kut

(*) population figures of January 2011



The two **trainers of trainers** were selected in December 2013 on basis of an elaborate Terms of Reference with a profile of the two together (see the terms of reference attached as annex to this report). It was decided that Hivos would select an international expert and Al-Amal an Iraqi.

Hivos shared the TOR with the three Dutch political parties that are involved in the WPP programme (Labour Party, Liberal Party and Christian-Democratic Party), as well as the Women's Democracy Network (WDN), with the request to give suggestions for candidates. The TOR was also sent to resource persons, like Mr Ali Al-Sawi from Egypt, who had been involved as advisor in the preparation of the application to the US Department of State. This process resulted in an impressive list of 18 high quality candidates, varying from senior trainers with decades of experience, to young energetic trainers – from the Netherlands and abroad, including the MENA region (Egypt, Lebanon). After having had telephone conversations with 5 of them, Hivos finally selected Ms Anne Graumans from the Netherlands. She is active as trainer for the Foundation Max van der Stoel (FMS), which is related to the Dutch Labour Party (PvdA). She has conducted training in Iraq before, but does not speak Arabic.

Al-Amal had announced the post and sent e-mails to some contacts in November-December. Four candidates who had shown interest had been selected. Al-Amal eventually selected Ms Ilham Makki Hammadi, who had been in the picture as Training Coordinator for the WPP programme (see the application). She is an Iraqi citizen, but currently lives and studies in Lebanon. Ms Ilham Makki Hammadi had been involved in the preparatory workshop for the TOT in November 2013 in Beirut, Lebanon, which Al-Amal had organized on its own expenses.

So, the two trainers of trainers are:

International Trainer of Trainers	The Netherlands	Ms Anne Graumans
National Trainer of Trainers	Iraq	Ms Ilham Makki Hammadi

These two trainers of trainers were contracted in January 2014 and conducted the Train-the-Trainers workshop from 12 to 17 January 2014.

The selection of local trainers and trainers of trainers are essential parts of the programme, because they form the basis for the work in the forthcoming months. The number of reactions to the call for applications for local trainers was beyond expectation, as well as the suggestions for trainers of trainers. The selection needed to be done thoroughly though. Any delay increases the time pressure. Fortunately, the delay in this part of the programme was small. It is expected that it does not have major consequences for the rest of the programme.

Activity 0.2	Buying Supplies	Planning: October 2013
O BEHIND SCHEDULE	✓ ON TARGET	O AHEAD OF SCHEDULE

In October 2013 Al-Amal purchased two laptops, both Asus Transformer Books T300. The remaining laptops would be purchased later.

Activity 0.3	Inception Workshop	Planning: November 2013
O BEHIND SCHEDULE	O ON TARGET	✓ AHEAD OF SCHEDULE

Hivos and Al-Amal organized an inception workshop with training in Erbil in October 2013. The aim of this inception workshop was to familiarize relevant staff with the Women Power in Politics programme and the contract modalities, as well as to agree on division of tasks and responsibilities. On this occasion, the entire WPP programme was discussed in detail, including the workplan and detailed budget, the mutual expectations, the obligations and reporting requirements. The inception workshop also included training on financial management and administration standards and requirements. The power point presentations of this inception workshop have been attached as annexes to this report.



*Inception workshop in Erbil:
Mr Awadis Awanis and Ms Amina Goyani.
Photo: Marcel van der Heijden.*

Present at this inception workshops were WPP team members of Hivos and Al-Amal: Mr Marcel van der Heijden, Mr Jamal Al-Jawahiri, Ms Amina Goyani, Mr Hugo Strikker, and Mr Awadis Awanis. The inception workshop did not include people from outside these two implementing organizations, such as the Iraqi Women's Network, the Women's Democracy Network or the Dutch political parties. Women for Peace, one of the key members of the Iraqi Women's Network had been invited to the inception workshop, but could not come in the end.

Al-Amal, being one of the members of the Iraqi Women's Network, informed other members of the network about the WPP programme separately, in particular Women for Peace and Salam Al-Rafidain

Organization. Salam Al-Rafidain Organization in Baghdad contributed by allowing its staff member Falah Al-Alusi to join the WPP team.

Hivos has discussed the WPP programme and the progress with the Women's Democracy Network and with the foundations of the three Dutch political parties involved (Labour Party PvdA, Liberal Party VVD and Christian-Democratic Party CDA) separately in face-to-face meetings, with Skype, over the telephone and by e-mail.

Activity 1.0	Preparation Workshop for TOT	Planning: n.a.
O BEHIND SCHEDULE	O ON TARGET	✓ AHEAD OF SCHEDULE

In November 2013, Al-Amal organized a workshop in Beirut, Lebanon, to prepare the programme, main topics and training materials for Training of Trainers. This meeting was not included in the application, but Al-Amal felt a strong need to have this workshop to be thoroughly prepared and paid for it from their own expenses. So, the workshop is not included in the budget and financial report. This preparatory meeting was attended by Ms Hanaa Edwar, Mr Jamal Al-Jawahiri, Ms Nasrin Al-Amidi, Mr Falah Al-Alusi, Ms Amina Goyani, Ms Aala Moatasem Ali, as well as Ms Ilham Makki Hammadi (eventually one of the two trainers for trainers) and Mr Balqis Jawad, a university professor interested in political participation. Besides the Training of Trainers, the meeting also covered the needs and requirements to effectively deal with the political parties and IHEC.

Activity 1.1	Training of Trainers	Planning: December 2013
✓ BEHIND SCHEDULE	O ON TARGET	O AHEAD OF SCHEDULE

The six-day Training of Trainers took place on 12-17 January 2014 in Erbil. This is slightly behind schedule, but not much, and still in time to have all 27 local trainers prepared and ready-to-go to conduct the training of election candidates as soon as the official candidates lists would be made public and the trainings could be organized throughout Iraq. More details about the Training of Trainers will be included in the quarterly report January-March 2014, including all power points presentations used in this TOT. The logistical preparation of the TOT (hotel reservations, reservation of training venue, contracting a translation company for simultaneous interpreting during the workshop, travel arrangements for participants, etc) took place in December 2013 and January 2014. The content-wise preparation took place in November 2013 (see preparatory workshop for TOT in Beirut) and with the two trainers of trainers in December 2013 and January 2014.

The delay in the organization of the TOT was related to the selection of local trainers and trainers of trainers. In this stage, any delay increases the time pressure, but fortunately the delay was small. It is expected that it does not have major consequences for the rest of the programme.

Activity 4.1	Work with Iraqi political parties	Planning: December 2013
O BEHIND SCHEDULE	✓ ON TARGET	O AHEAD OF SCHEDULE

In December 2013, Al-Amal had informative meetings with several **Iraqi political parties**. The aim of these meetings was to engage political parties and influence them so that they will support women during the stages of selection, nomination, campaigning, with the aim that party structures and culture becomes more supportive towards female leadership.

One should keep in mind that this was a very busy time for political parties in Iraq. After the election date had been announced, they needed to register in November, discuss coalitions with other political parties in December, and compile their candidates lists in December. Al-Amal managed to organize meetings with the Sadrist Movement, the Uniters Block, the Da'wa Party and some small parties. It was on purpose that religious parties were included.

The Sadrist Movement⁸ (lead by Muqtada Al-Sadr and member of the Ahrar Block⁹) was willing to cooperate and requested for a follow-up meeting to take place in January 2014 after submitting their candidates list to IHEC. The same thing happened with the Uniters Block¹⁰ (headed by Osama Al-Nujaifi, the Speaker of the Iraqi Parliament), the Islamic Da'wa Party¹¹ (the party of Prime Minister Nuri Al-Maliki) and some small parties, who all were willing to cooperate and continue the communication in early 2014. Al-Amal will have more meetings with political parties in 2014.

Important also is the contact with the **Independent High Electoral Commission (IHEC)**¹². Among many things, IHEC is responsible for approving and publishing the final candidates list. The political parties needed to submit their candidates lists to IHEC before January 9th 2014, but IHEC has not made the final candidates list public so far. This list is necessary to know for sure how many women are on the list. Alternatively, the political parties could share which women they have put on their lists. Al-Amal had a primary meeting with IHEC representatives in December 2013, who welcomed the idea of the WPP programme and were willing to cooperate, although it is expected that they may not be able to deviate from the official quota for women's representation (25%) in their communications. However, sympathy and cooperation from IHEC are valuable and also useful to realize the programme. A follow-up meeting with IHEC will be conducted in early 2014. At the Training of Trainers in January 2014, a representative of IHEC delivered a presentation about the electoral process in Iraq.

Activity 5.1	Regional Stakeholder Meetings	Planning: December 2013
✓ BEHIND SCHEDULE	○ ON TARGET	○ AHEAD OF SCHEDULE

The one-day stakeholder meetings at regional level to mobilize partners and gain support from community leaders, parties, candidates and media have not taken place yet. The reason is that it was felt that priority needed to be given to the other activities which were urgent. The stakeholder meetings will expectedly be organized in February-March 2014, by Al-Amal in collaboration with the members of the Iraqi Women Network.

Activity 5.3	Meetings with Journalists	Planning: December 2013
✓ BEHIND SCHEDULE	○ ON TARGET	○ AHEAD OF SCHEDULE

The meetings which were planned to engage and inform influential media (print, TV, radio, online) and individual journalists (mostly women), as well as the IHEC media department about the achievements of women and link them with high potential candidates and representatives, did not take place yet, because the candidates lists had not been finalized yet. Also, the collection of positive stories showing women's contributions, like Ms Intesar Al-Jaburi (who entered the current parliament inexperienced and who is now head of the Parliamentary Committee of Women, Children and Family Affairs), has not started yet. It should be added here that Ms Intesar Al-Jaburi again runs for elections herself, in the Uniters Block, so disseminating her success story in this stage may have been considered election promotion, which would have been prohibited. But of course there are other examples of positive contributions from women in Iraq. The delay in this part of the programme is not expected to have major consequences for the rest of the programme.

Activity 6.1	Regular monitoring	Planning: Ongoing
○ BEHIND SCHEDULE	✓ ON TARGET	○ AHEAD OF SCHEDULE

⁸ التيار الصدري

⁹ كتلة الاحرار

¹⁰ كتلة متحدون للإصلاح

¹¹ حزب الدعوة الإسلامية

¹² المفوضية العليا المستقلة للانتخابات

Monitoring has been taking place from the launch of the programme. In this context Hivos and Al-Amal have frequent contact through e-mail, Skype, and telephone. This communication is usually on a daily basis, sometimes more times a day. Skype and telephone calls normally last for approximately 1.5 hours. The communication between Hivos and Al-Amal includes all aspects of the programme implementation.

Activity 6.2	Planning & monitoring visits	Planning: October & December
O BEHIND SCHEDULE	✓ ON TARGET	O AHEAD OF SCHEDULE

The first monitoring visit in the context of the Women Power in Politics Programme took place in October-November 2013 and was combined with the inception workshop. Hivos staff members Marcel van der Heijden and Hugo Strikker gave special attention to the modalities of the WPP programme, the WPP teams on both sides, the contractual relation between Hivos and Al-Amal, and to the financial administration of Al-Amal. Al-Amal had applied for a multiple entry visa (six months duration) for federal Iraq for Marcel van der Heijden, but because the authorities in Baghdad had not approved this application yet, he visited Erbil and Suleimania in Iraqi Kurdistan only (which does not require visa for Europeans). The authorities in Baghdad gave the green light in Mid-December, after which Marcel van der Heijden applied for his visa at the Iraqi Embassy in the Netherlands. It took them until 9 January 2014 to get the final approval from Baghdad and issue the visa: a three-month multiple entry visa only. The second monitoring to Iraq visit did not take place in December 2013, but January 2014 and was combined with the Training of Trainers.

Results of the programme during past 3 months

The reporting period covered the start-up phase of the Women Power in Politics Programme. One of the most important results from this stage is therefore that Hivos and Al-Amal **created a solid base** for proper and timely realization of the programme. Today, there is a solid administrative base on both sides, with highly qualified and well prepared project teams on both sides that are up for the task. Both teams understand their tasks and responsibilities. The cooperation between the two teams goes smoothly and is fruitful.

Another important result from this phase, contributing to a solid base for the programme and a very important precondition for successful operation in the follow-up stage, is the **selection of 27 local trainers** from all 18 governorates in Iraq, with gender awareness/sensitivity and dedication to support women's political participation, with a lot of relevant experience and skills, and with fairly equal ratio of women and men (13:14). They have been trained in January 2014 and are ready to conduct training to a thousand female election candidates throughout Iraq. Most of the preparatory work for the Train-the-Trainers workshop in January took place in November-December 2013, including the selection of two trainers of trainers. This second result refers to **output 1.1** enlisted in the Scope of Work, which should eventually lead to **outcomes A and B**, i.e. that women are skilled and confident election candidates and that female representatives will be more effective leaders who can promote a legislative agenda, supportive of women's rights, and engage in grassroots outreach.

A third result of the programme in this first phase, with the potential to become a genuine milestone if the follow-up stage is successful, is the fact that **women's political participation has been brought under the attention** of the Independent High Electoral Commission (IHEC) and influential representatives of the major political parties in Iraq, including religious parties, with the aim to encourage them to put women on serious positions on their candidates lists. The seeds have been planted, but much more work is needed to get a harvest in the end. This third result refers to **output 4.1** enlisted in the Scope of Work, which should eventually contribute to **outcome C**, i.e. that political parties in Iraq show more gender awareness and sensitivity by including more women in leadership positions.

These outputs covered in this first stage are shown in bold font in the scheme hereafter:

Scope of Work:**Outcomes:**

- A. Female aspirants are skilled and confident candidates. The outputs leading to this outcome are 1 (capacity building of and support to female aspirants) and 2 (focus on high potentials).
- B. Female representatives will be more effective leaders who can promote a legislative agenda, supportive of women's rights, and engage in grassroots outreach. This outcome is reached through all the capacity building and support activities (outputs 1, 2 and 3) since the elected women have gone through earlier steps, but it is mostly directly related to output 3 (focus on representatives).
- C. Political parties show more gender sensitivity by including more women in leadership positions. Output 4 (influencing party leadership) leads to this outcome.
- D. Media has more attention for female candidates and their positive contribution to politics. The activities leading to this outcome are all described under output 5, esp. 5.3 and 5.4.

Outputs:

1: Approximately 1000 female aspirants have received basic skills training, support and encouragement

1.1 Training of trainers

1.2 Local seminars for basic skills

1.3 Assistance during election (support unit)

2: Approximately 300 high potential female aspirants and candidates have received intense capacity building and support, are organized in a solidarity network, and connected with civil society at grassroots.

2.1 Selection of high potentials

2.2 Support to trainers

2.3 Advanced trainings and networking sessions for high potentials

2.4 Practical support to high potentials

3: All elected female representatives have received long-term support and assistance

3.1 Training of trainers: follow up workshop

3.2 Continuous support to female MPs and institutions

3.3 Advanced training workshops to elected MPs in Baghdad

3.4 Advanced training workshops to elected MPs in Erbil

3.5 Visit and exchange workshop from parliamentarians from the Netherlands

3.6 Meetings to create more support from civil society

4: At least 15 political parties received information and support on engaging women

4.1 Discussion and educational meetings

4.2 Exchange with Dutch political parties

4.3 Training and engagement of high potentials in influencing parties

5: Female voters have received balanced and non-biased information about the contribution of women political leaders to the democratic development of the country

5.1 One day stakeholder conferences, four regions, to mobilize, gain support, awareness, for community leaders, parties, candidates, media

5.2 Local community meetings for direct awareness raising

5.3 Engaging and informing influential media and journalists

5.4 Workshop with journalists and media professionals

Steps toward realizing the overall goals/objectives during past 3 months

All activities and accomplishments during the reporting period will eventually contribute to the goals and objectives of the Women Power in Politics Programme, i.e. more women in leadership positions in Iraqi Parliament and government, and legislation that is supportive of women's rights. Because this was the start-up phase, the impact is still very small, but one should not underestimate the value of a solid base for the programme.

Overall goals:

1. Compared to the current situation, more women will be in leadership positions in parliament and government. Various activities contribute to the achievement of this goal: capacity building of and support to candidates and elected representatives, including support to institutional structures within parliament, (output 1, 2 and 3) and influencing party leadership (output 4).
2. Legislation that is supportive of women's rights. More female leaders, but especially more effective leaders, supported by an enabling institutional structure, will be more capable to develop and promote and women friendly legislation. Outputs 1 – 4 contribute to the achievement of this goal.

F Framework Indicators

The past quarter showed the following data concerning the evaluation indicators from the Foreign Assistance Framework:

F Framework Indicators	Q4 2013	Cumulative
2 Governing Justly & Democratically		
2.2 Good Governance Indicator 2.2 -3: number of activities supported with USG assistance that are designed to retain women or recruit women into positions within the national or local government	8 (out of 9 in total ¹³)	8
2.3.2 Elections and Political Processes Indicator 2.3.2 -12: number of individuals receiving voter and civic education through USG-assisted programs	0	0
2.3.3 Political Parties Indicator 2.3.3 -6: number of USG-assisted political parties implementing initiatives to increase the number of candidates and/or members who are women, youth and from marginalized groups.	5 (not financially assisted)	5
2.4.2 Media Freedom and Freedom of Information 2.4.2 -12: number of training days provided to journalists with USG Assistance (measured by person-days of training)	0	0
Gender		
GNDR-3: proportion of females who report increased self-efficacy at the conclusion of USG supported training/programming	0	0
GNDR-3: proportion of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities	0	0

Lessons learned during past 3 months

The past quarter was the start-up phase, so drawing conclusions about lessons learned concerning the programme itself can be done to a limited extent only. But we certainly have learned some lessons during this start-up phase.

First of all, it is an ambitious programme and we knew that the time pressure until the elections would be high, with an enormous load of work to be done in just a few months time, but we came to the conclusion that **we should not underestimate the workload**. For that reason, we decided to increase the available staff for the tasks of the National Coordinator during the first months, to be compensated after the elections (so budget-neutral). We also decided that the number of Regional Coordinators will be at least ten, based throughout Iraq.

Secondly, on a more positive note: based on the large number (130) and high quality of applications for becoming local WPP trainers, we learned that **the interest and dedication to contribute to more substantial participation of women in Iraqi politics is impressive**, both among women and men.

Thirdly, although the political parties were in a very busy time when we contacted them, they showed interest in the issue of more substantial women's participation in the Iraqi federal Parliament. That is a promising start, but it should go beyond words. Taking into consideration the limited number of women on the total candidates lists (the draft list counts only 2597 women which is 27.8%, just above the official quota of 25%), **there still needs to be done a lot of work with the political parties**. In addition to their sympathy with the idea of promoting women's political participation, we learned that the parties have confidence in local civil society organizations, and Al-Amal in particular.

Fourthly, it is great to have the Independent High Electoral Commission (IHEC) as sympathizer and ally, especially because they can give access to important information for the WPP programme, but at the same time we observe that **we should not depend on IHEC too much**.

Problems/challenges in implementing the programme and corrective actions

First of all, it was a challenge to **select 27 suitable and dedicated local trainers**, with sufficient experience and gender awareness/sensitivity, from all governorates and with as many men as women,

¹³ The premeeting for the TOT, held in November 2013 in Beirut, was not supported with USG assistance

and available for the months until the elections. Especially after we trained and prepared then in the Training of Trainers in January, we are convinced that we have succeeded in doing so. Concluding, the identification and selection of good local trainers was a challenge, but not a problem.

Secondly, during the past quarter, it was a challenge to **organize meetings with political parties** in such a busy time, when they were compiling their candidates lists, preparing their campaigns and negotiating coalitions with other political parties. Al-Amal managed to meet the major ones, including religious parties, but follow-up meetings and interactions are needed.

Another challenge met during the past quarter, one of the crucial challenges in the programme, is the **selection and engagement of a thousand female election candidates** as early as possible, in order to be able to organize the trainings in all governorates of Iraq, as well as the intensive training for the 300 'high potential' candidates, before the start of the official election campaigns on March 30th. The selection of election candidates could not take place in the reporting period, because the political parties were still compiling their candidates lists until early January 2014. After a check and approval, the Independent High Electoral Commission (IHEC) needs to publish the final list with all candidates. So, the last quarter of 2013 was simply too early to start the selection of candidates.

This selection will need to be done as soon as possible, because it delays the trainings to be organized throughout the country, whereas the time pressure is high already with so little time until the election campaigns start. Hivos and Al-Amal see two paths they can follow to get the names of female candidates. The easiest and most reliable one is to obtain the official candidates list from IHEC and chose women from that list. Al-Amal received a draft list from IHEC already, in January 2014, but the official list still needs to be made public. It is unclear when that will happen, but the deadline for the final candidates lists is two months before the election date, so the end of February 2014. Alternatively, if the official list delays the programme too much, the information about the female candidates can also be obtained from all registered political parties. This is a much more time-consuming process. In the meantime, Al-Amal has started selecting and approaching candidates already, based on the draft list and the information from the political parties they have met in December.

A fourth challenge, which we met during the past quarter, was the **available staff time for the WPP team** of Al-Amal in Iraq. Because the time pressure in the months until the elections is extremely high, Hivos and Al-Amal decided to have more than one full-time National Coordinator available during the first half year, which will be compensated in the last months of the programme. This way, it would stay budget neutral. This plan was discussed and agreed upon in the telephone meeting with the US Department of State (Radhika Prabhu, Joseph Sandor and Negina Sawez) in November 2013.

Proposed revisions which require prior approval

The only revision in this category refers to the safety situation during the forthcoming months and the risks that programme staff run. It is proposed to include **a financial reservation of US\$ 10,000 for security measures** for visits of programme staff to high risk areas in Iraq. This has been discussed with the U.S. Department of State (Mary "Polly" Anderson) in January 2014.

Security costs would be a new item on the budget. Because the boarding and lodging costs for the inception workshop were less than planned, it is proposed to use US\$ 10,000 from the budget item 'Accommodation Baghdad' (under budget heading c 'Travel Costs').

Proposed revisions which do not require prior approval

The first revision which we propose relates to the planned number of participants in each of the political leadership trainings, both for the larger target group of a thousand candidates as well as for the 300 'high potential' candidates. Hivos and Al-Amal propose to organize **more seminars for less participants per seminar**. Concretely, for the larger group of 1000, it is proposed to double the number of seminars from 20 to 40 seminars with on average 25 participants per seminar (instead of 50), which also leads to a total of 1000 participants. Still, there would be two trainers per seminar. The result is that the number of venues needs to be doubled (but not on the expense of the WPP budget), as well as the number of training hours. For the smaller group of 300 'high potentials' it is proposed to organize 15 workshops (instead of 10) with on average 20 participants per workshop (instead of 30). This budget revision remains below 10% deviation.

The second proposed revision is to organize an **extra training of trainers** between the basic skills training seminars on political leadership for the 1000 aspirant politicians and the advanced training workshops on political leadership for the 300 'high potentials'. This extra TOT should take place at the end of February or the beginning of March 2014 at the latest and should process the evaluation on the first series of training with the 1000 candidates. Because the costs for the TOT in January were less than planned, this extra TOT can be considered an extension of the first TOT. The consequences for the budget are insignificant.

The third plan for revision which does not require prior approval is to assign **two counselors/consultants for each of the elected MPs** (instead of one), preferably counselors with specific expertise on legal and economic issues, or procedural and administrative affairs, in addition to the more general counselors we will have trained ourselves. This can be realized in a budget-neutral manner.

The fourth plan for revision is to compile a **book containing success stories** from this programme, to be published in Arabic and Kurdish. This is not included in the budget now. Hivos and Al-Amal agreed that we would try to realize this, but from a different financial resource. In the meantime, we will make sure that we document all steps of the whole process well, with audiovisual materials and feedbacks from participants.

Fifthly, Hivos and Al-Amal will try to achieve **cost sharing by the Iraqi government or Parliament**, especially concerning the post-election part of the programme (support to elected MPs). This idea was raised by the U.S. Department of State (Mary "Polly" Anderson) in January 2014 and Hivos agreed.

Internal reviews during past 3 months

Internal reviews that have been made to monitor the WPP programme in the past 3 months, included reports of visits to Iraq in October-November 2013 and January 2014, with an internal evaluation of the inception workshop.

Visibility of the backdonor during past 3 months

During the past quarter, the U.S. Department of State was visible as backdonor in the inception workshop and in the communication with the Iraqi Women's Network, the Women's Democracy Network, the foundations of the three Dutch political parties involved, as well as with the 27 local trainers and the two trainers of trainers. The involvement of the U.S. Department of State as backdonor was also communicated with the Independent High Electoral Commission and with one of the Iraqi political parties, i.e. the Unifiers Block (through Ms Intesar Al-Jaburi).

It was not visible in the communications to the other Iraqi political parties, like the Islamic Da'wa Party and the Sadrist Movement. It was decided not to mention the involvement of the U.S. Department of State as backdonor in these contacts, because it was expected that they might refuse to cooperate if they would know. It should be noted that Hivos and Al-Amal are not required to publicly acknowledge the support of the U.S. Department of State in any aspect of the programme resulting from this grant, or in any publications in the framework of this programme, where it is inappropriate.

Evaluation work during past 3 months

The past quarter was too early for preparations or implementation of the Mid Term Evaluation and End of Term Evaluation.

Documentation during past 3 months

The documentation of the programme realization during the reporting period includes power point presentations, minutes/travel reports, internal evaluation sheets and photos.

The available documentation of the considerations and decision making process concerning major decisions in the framework of this programme relate to the recruitment of staff, the contractual relation between Hivos and Al-Amal, the purchase of the laptops, the selection of the trainers of trainers, and the selection of the local trainers. They are kept at Hivos and Al-Amal. This also applies to the documentation about the travel arrangements, accommodations, selection of the venues for workshops and training, as well as bids of and negotiations with interpreting company, that were taken care of by an event organizer.