



Updated M&E Plan Women Power in Politics Iraq



Targeted results	Indicators	Baseline data	Targets	Verification sources	Data disaggregation	Reporting frequency	Related activities
Goal 1 Compared to the current situation, more women will be in leadership positions in parliament and national/federal government	Goal indicator 1.1 % increase in # of women in key leadership positions in parliament & national/federal government	5 committees headed by women and 1 female minister	5 committees will be heading by women and at least 2 female ministers Minister of State for Women Issues and health minister	Official sources (Iraqi Parliament, public relations and outreach Dept.), media	By committee, geographical base and political party/faction in parliament	Twice: after assignment of posts in new cabinet and in parliament	1. Capacity building and assistance to female aspirants: 1.0. Preparatory meeting for Training of Trainers 1.1. Training of trainers 1.2. Local seminars for basic skills 1.3. Assistance during elections 1.4. Elections (30 April) (All done)
	Goal indicator 1.2 % increase in # of women's affairs institutions, such as women's affairs caucus, women's affairs committee, women's affairs ministry	1 woman headed the women and family affairs committee in parliament, a female minister (state minister of women's affairs)	1 women will be heading the committee of Women's affairs, 2 female ministers will be appointed (state minister for women's affairs and minister of health), 1 woman will become a member in 1 state commission, 1 woman will head caucus	Official sources (Iraqi Parliament, public relations and outreach Dept.), media	By committee, geographical base and political party/faction in parliament	Twice: after assignment of posts in new cabinet and in parliament	
Outcome A Female aspirants are skilled and confident candidates in the	Outcome indicator A.1 # and % of women nominated	2010: nearly 1/3	2014: 29% (almost 2600 women)	Candidates list issued by IHEC, info from political parties	By geographical base and by political party/coalition	Once: before elections	1. Capacity building and assistance to female aspirants: 1.0. Preparatory meeting for Training of Trainers 1.1. Training of Trainers for (27) trainers
	Outcome indicator A.2 # and % of women in parliament, both on basis of votes and on basis of quota	83 female MPs (25% of MPs) 5 women elected into parliament (6%)	86 female MPs (26% of MPs) 22 women will be elected in the parliament	Official sources (Iraqi Parliament, public relations and outreach	By geographical base and by political party/coalition	Once: after elections	

election campaign			(26.5%)	Dept.), IHEC, media			1.2. (30) Local seminars for basic skills for (816) female candidates 1.3. Assistance during elections by (5) support units (All Done)
	Outcome indicator A.3 # of female candidates who report improved skills and confidence	No one from the targeted groups had the required skills	612 of (816) candidates will report improved skills and confidence after training and support WPP	Questionnaires	By geographical base	Once: after training and support	
	Framework indicator GNDR-3 proportion of females who report increased self-efficacy at the conclusion of USG supported training/programming	12% of the targeted groups	65-70%	Follow ups, inputs from females candidates, questionnaires, Q1 &2 reports	By geographical base	Twice before/after training and support	
Output 1 816 female election candidates in all 18 governorates of Iraq have been trained and supported on development of a political agenda, campaigning, use of media, communication with voters and communities in the run-up of the federal parliamentary elections of April 2014. It is a group of 23-27 local trainers from all governorates of Iraq (after having been trained themselves on leadership and gender sensitivity) who have trained these 816 women, built their capacities and supported them from support units. Trained female	Output indicator 1.1 # of female candidates trained and supported # of training seminars	0 trainees 0 seminars	816 candidates 30 seminars in all governorates of Iraq	Presence of WPP team, reports from local trainers, media coverage about seminars	By geographical base and by political party/coalition	Twice: for quarterly reports Q1 and Q2 2014	1. Capacity building and assistance to female aspirants: 1.0. Preparatory meeting for Training of Trainers 1.1. Training of Trainers for (27) trainers 1.2. (30) Local seminars for basic skills for (816) female candidates 1.3. Assistance during elections by (5) support units, (All Done)
	Output indicator 1.2 # of local trainers trained # of TOTs	0 trainers 0 TOTs	27 local trainers 1 TOT	Presence of WPP team, reports from TOT trainers, feedback from local trainers, blogs	By geographical base and by sex (f/m)	Once	
	Output indicator 1.3 # of support units in Al-Amal offices and local NGOs	0 support units	5 support units	Reports from local trainers, Al-Amal offices and local NGOs	By geographical base	Twice: for quarterly reports Q1 and Q2 2014	
	Output indicator 1.4 Extent to which trained female aspirants apply basic skills for building/strengthening their political career such as development of a political agenda, campaigning, use of media, communication with voters and communities	No one from the targeted groups was applying these skills for political campaigning for federal parliament	150 trained female aspirants will implement the acquired skills	Reports from local trainers, Al-Amal offices and local NGOs	By geographical base	Twice: for quarterly reports Q1 and Q2 2014	
	Framework indicator 2.2 - 3 # of activities supported with USG	0 activities					

aspirants apply basic skills for building/strengthening their political career such as development of a political agenda, campaigning, use of media, communication with voters and communities.	assistance that are designed to retain women or recruit women into positions within the national or local government						
Output 2 311 high potential female candidates have received intense capacity building and support, are organized in solidarity networks, and connected with civil society at grassroots level. These high potential candidates may to be able to act as role models in their electoral communities	Output indicator 2.1 # of high potential candidates who have been intensively trained and supported # of training workshops # of network meetings	No one of the high potential candidates received required training	311 high potential candidates 15 workshops in almost all governorates of Iraq	Presence of WPP team, reports from local trainers, media coverage about seminars	By geographical base and by political party/coalition	Twice: for quarterly reports Q1 and Q2 2014	2. Capacity building and assistance to high potentials: 2.0. Training of trainers for (23) trainers 2.1. Selection of (311) high potentials 2.2. Support to trainers 2.3. (15) Advanced trainings and networking sessions for high potentials 2.4. Practical support to high potentials (All Done)
	Output indicator 2.2 # of local trainers trained # of TOTs	No one of the local trainers had required training	23 local trainers 1 TOT	Presence of WPP team, reports from TOT trainers, feedback from local trainers	By geographical base and by sex (f/m)	Once	
	Output indicator 2.3 Extent to which trained candidates apply advanced skills in terms of development of a political agenda, campaigning, use of media, communication with voters and communities	-Limited media coverage -Limited community visits	Each candidate: will establish 10 media contacts, launch 10 campaigns, will actively share experiences and best practices on importance of women leadership	Media coverage, reports from local trainers, feedback from candidates and communities	By geographical base and by political party/coalition	Once	
Outcome C Female representatives in parliament and national/federal government will be more effective leaders who can promote women's rights, and engage in	Outcome indicator C.1 # of women-friendly, gender-sensitive legislative initiatives by women # of female MPs who actively work towards a leadership function within their political party or within a political committee	None of formal female representatives in parliament,	10-15 new female representatives will be elected to of parliament, 1-5 female MPs	Qualitative assessment of performance (effectiveness and influence) of female MPs and cabinet members, end term evaluation	By geographical base and by political party/coalition	Once: at end of project period	3. Long term assistance to elected female representatives: 3.1. A Training of trainers for (9) mentors (Done) 3.2. Continuous support to (17-20) female MPs and
	Outcome indicator C.2	No one of female MPs	80% of female	Qualitative	By geographical	Once: at	

grassroots outreach	Level of outreach of female MPs and cabinet members Existence and quality of partnerships with local NGOs / CSOs	had reached out to stakeholders	MPs and cabinet members will reach to stakeholders	assessment of relations of female representatives with civil society and grassroots communities, end term evaluation	base and by political party/coalition	end of project period	institutions (Ongoing) 3.3. (1) Advanced training workshop to elected (20) MPs in Baghdad or elsewhere (Postponed, in preparation) 3.4. (2) Advanced training workshops to (30) elected MPs in Erbil, one as joint training with NDI (Postponed, in preparation) 3.5. (1) Visit and exchange workshop from (3-4) MPs from the Netherlands, with advanced training workshop to (25) elected MPs in Baghdad (Postponed, in preparation) 3.6. (10) meetings to create more support from civil society (Ongoing) 3.7. Training to (25) gender units of ministries and governmental commissions (In preparation)
Output 3 At least 50 elected female members of parliament have received long-term support and assistance until almost a year after the elections	Output indicator 3.1 # of MPs participated in workshops # of training workshops for MPs	No one of female members had received workshops and trainings	50 MPs will participate in 2-3 workshops	Presence of WPP team, reports from local trainers, media coverage about seminars	By geographical constituency and by political party/coalition	Quarterly	3. Long term assistance to elected female representatives: 3.1. A Training of trainers for (9) mentors (Done) 3.2. Continuous support to (17–20) female MPs and institutions (Ongoing) 3.3. (1) Advanced
	Output indicator 3.2 # of mentors trained # of TOTs	No one of the target group received mentoring and TOT	9 local trainers and Counsellors will receive mentoring	Presence of WPP team, reports from TOT trainers, feedback from	By geographical base and by sex (f/m)	Once	

			1 trainer will receive a TOT	local trainers, blogs			training workshop to elected (20) MPs in Baghdad or elsewhere (Postponed, in preparation)
	Output indicator 3.3 # of MPs receiving longer term support/coaching/mentorship	None of the of the target groups received such support	17-20 MPs will receive support	Reports from local trainers, feedback from MPs	By geographical constituency and by political party/coalition	Quarterly	3.4. (2) Advanced training workshops to (30) elected MPs in Erbil, one as joint training with NDI (Postponed, in preparation)
	Output indicator 3.4 # of MPs involved in international MP exchange # of exchange visits	No one of the target groups were involved in international exchanges No exchange visits.	15-50 Iraqi MPs and 3-4 Dutch MPs will be involved in 1 exchange visit	Feedback from MPs, presence WPP team, media coverage about exchange	By geographical constituency and by political party/coalition	Once	3.5. (1) Visit and exchange workshop from (3-4) MPs from the Netherlands, with advanced training workshop to (25) elected MPs in Baghdad (Postponed, in preparation)
	Output indicator 3.5 # of meetings with civil society	2-3 meetings	10 meetings	Feedback from MPs and CSOs, presence WPP team, media coverage	By geographical constituency and by political party/coalition	Quarterly	3.6. (10) meetings to create more support from civil society (Ongoing) 3.7. Training to (25) gender units of ministries and governmental commissions (In preparation)
Outcome B Political parties show more gender sensitivity by offering women's leadership training and women's support programmes, and appointing more women in influential/ leadership positions	Outcome indicator B.1 # of women as party leaders # of high level female party officials	1 woman 1 woman	4 women 10 women	Official data, media coverage	By political party/coalition	Once: at end of project period	4. Engagement of political parties: 4.1. Discussion and educational meetings with Iraqi political parties (Ongoing) 4.2. Exchange with Dutch political parties (Postponed, in preparation) 4.3. Training and engagement of high potentials in influencing parties
	Outcome indicator B.2 # of political parties that have provided leadership training and women's support programmes for female aspirants	3 parties	5 parties	Reports from parties and female politicians	By political party/coalition	Once: at end of project period	
	Outcome indicator B.3 # of political parties that actively engage with civil society and women groups about the importance of women in leadership	1-2 parties	5 parties	Reports from parties and civil society organisations	By geographical basis and by political party/coalition	Once: at end of project period	

	functions						(Postponed)
	Outcome indicator B.4 # of political parties that have adopted a gender quota for their own staff and representatives	2 parties	5 parties	Reports from parties and female politicians	By political party/coalition	Once: at end of project period	
Output 4 15 political parties received information and support on engaging women on influential positions, offering women leadership training and implementing gender support programmes	Output indicator 4.1 # of meetings with political parties on women's political participation	3-4 meetings 2 parties/blocs	18 meetings 8 parties/blocs	Reports from parties and WPP team	By political party/coalition	Quarterly	4. Engagement of political parties: 4.1. Discussion and educational meetings with Iraqi political parties (Ongoing) 4.2. Exchange with Dutch political parties (Postponed, in preparation) 4.3. Training and engagement of high potentials in influencing parties (Postponed)
	Output indicator 4.2 # of exchange meetings with Dutch political parties on women's political participation	No meetings were conducted	1 meeting	Reports from parties	By political party/coalition	Quarterly	
	Output indicator 4.3 # of training to high potential election candidates # of high potential election candidates trained	0 trainings No one of high potentials were trained	2 trainings 15 participants	Presence of WPP team, reports from local trainers, reports from politicians	By geographical base and by political party/coalition	Quarterly	
	Output indicator 4.4 # of efforts to influence party policies	No efforts indicated	2-3 efforts	Reports from politicians	By political party/coalition	Quarterly	
	Framework indicator 2.3.3 - 6 # of USG-assisted political parties implementing initiatives to increase the number of candidates and/or members who are women, youth and from marginalized groups	0	8 parties/blocs	Reports from parties and WPP team	By geographical base and by political party/coalition	Quarterly	
Targeted results	Indicators	Baseline data	Targets	Verification sources	Data disaggregation	Reporting frequency	Related activities
Goal 2 Legislation and environment that is supportive of women's rights	Goal indicator 2.1 # of draft laws that are gender-sensitive and/or supportive of women's rights in Iraq, proposed by female and male MPs # of women in parliament who push for women-friendly legislation	No gender sensitive draft laws or support for women rights were indicated during last parliamentary round	3-4 gender sensitive and women's right supportive draft laws 11 women in parliament	Qualitative assessment of legislative agenda supportive of women's rights, and of effectiveness of women in parliament to push for women-friendly legislation, end term evaluation	By political party/coalition	Once: at end of project period	3. Long term assistance to elected female representatives: 3.1. A Training of trainers for (9) mentors (Done) 3.2. Continuous support to (17–20) female MPs and institutions (Ongoing) 3.3. (1) Advanced training workshop to elected (20) MPs in

							Baghdad or elsewhere (Postponed, in preparation) 3.4. (2) Advanced training workshops to (30) elected MPs in Erbil, one as joint training with NDI (Postponed, in preparation) 3.5. (1) Visit and exchange workshop from (3-4) MPs from the Netherlands, with advanced training workshop to (25) elected MPs in Baghdad (Postponed, in preparation) 3.6. (10) meetings to create more support from civil society (Ongoing) 3.7. Training to (25) gender units of ministries and governmental commissions (In preparation)
Outcome C Female representatives will be more effective leaders who can promote a legislative agenda, supportive of women's rights, and engage in grassroots outreach (see under goal 1)	See above						
Outcome D Media have more attention for female politicians and their contributions to	Outcome indicator D.1 % increase in # of stories published in (online) newspapers/magazines and broadcasted on TV/radio that positively portray female politicians	> 2 publications and broadcasts on national media > 2 publications and	> 25 publications and broadcasts in/on national media >50 publications	Publications and broadcasts in media on national, regional and	By geographical basis and by political party/coalition of women	Quarterly	

politics, show more balanced media coverage of female politicians		broadcasts on provincial and local media	and broadcasts in/on regional and local media	local level	portrayed		
<p>Output 5 The wider public (voters), authorities and other stakeholders have received balanced and correct information about the contribution of women to the democratic development of the country</p>	<p>Output indicator 5.1 # of stakeholders conferences on women's political participation # of stakeholders participating in stakeholders conferences on women's political participation</p>	0	8 stakeholders conferences in various governorates 985 participants	Reports from WPP team, feedback from stakeholders	By geographical basis and by stakeholders' interests	Quarterly	<p>5. Awareness raising and education of female voters: 5.1. (8) Regional stakeholder conferences (Done) 5.2. 66 Local community meetings for direct awareness raising (Done) 5.3. Engaging and informing influential media and journalists (Done) 5.4. Workshop with (16) journalists and media professionals (Done) 5.5. Collection and publication of portraits and experiences of women in politics (Ongoing) 5.6. Regular news releases about the WPP program and female politicians (Ongoing) 5.7. Involvement of female MPs in promotion of gender equality and Agenda 1325 (Ongoing)</p> <p>6. Evaluation and sharing for learning and awareness: 6.1. (1) Mid-term review (Done)</p>
	<p>Output indicator 5.2 # of community meetings on women's political participation # of people participating in community meetings on women's political participation</p>	0	66 community meetings in 15 governorates 700 people from communities	Reports from WPP team, feedback from communities	By geographical basis	Quarterly	
	<p>Output indicator 5.3 # of workshops with journalists and media professionals on women's political participation # of participants in these workshops</p>	0	1 workshop with journalists 16 participants (journalists and media workers)	Reports from WPP team	By geographical base	Quarterly	
	<p>Output indicator 5.4 # of publications/broadcasts about women and politics</p>	No balanced and positive/constructive publications and broadcast about women and politics	> 75 publications and broadcasts about women and politics	Media coverage	By geographical basis	Quarterly	
	<p>Output indicator 5.5 # of news releases about WPP programme and female politicians # of readers/receivers</p>	0	20-25 news releases about WPP	Websites and twitter, newspapers	By geographical basis	Quarterly	
	<p>Output indicator 5.6 # of participants in end term conference</p>	0	50-100 participants will participate in the end term conference	Reports from WPP team	By geographical basis	Once at end of program	
	<p>Output indicator 5.7 # of readers of success stories Level of feedback to publication</p>	0	150-300 readers	Reports from WPP team	By geographical basis	Once at end of program	
	<p>Framework indicator 2.3.2 - 12 # of individuals receiving voter and civic education through USG-assisted programs</p>	0	60,000 individuals will receive voter and civic education	Reports from WPP team	By geographical basis	Twice Q2 and at end of the program	

	Framework indicator 2.4.2 - 12 # of training days provided to journalists with USG assistance	0	48 person-days of training (3x16)	Reports from WPP team	By geographical basis	Once Q1 report	6.2. (1) End term evaluation (In preparation) 6.3. (1) End conference to share results of the program (In preparation)
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