**Questionnaire of the Working Group on Discrimination against Women in Law and in Practice**

Iraq's Vision of 2030 is aligned with the Sustainable Development Goals and addresses the medium and long-term strategic development priorities. It has adopted a new social contract between the citizen and the state that could enhance his/her confidence in the government which would ultemitely provide opportunities for self-development, work, earning income, development of various activities and mapping reform paths for challenges. Iraq began to fulfill its international obligations through the preparation of the first voluntary report for 2019, which included the national effort to follow up the sustainable development goals and monitor progress made by the Iraqi National Plan Sustainable Development and promote it locally.

The first topic

Q / What are the main trends influencing women's human rights in the world of work in your national context and their impact:

* On the types of and quantity work available to women and quality and conditions of work (including access to social protection and equal pay)?
* For women’s safty (including violence and sexual harassment) at work?
* On women’s rights to organize and claim rights?

Based on the Sustainable Development Goals (SDGs) / Goal 5, the Government of Iraq emphasized its role in the National Strategy for the Advancement of Women to ensure women's rights in the work environment by achieving the following objectives:

- Eliminate all forms of discrimination against women and girls everywhere, including at work through:

- Implementation of national development plans and strategies of women that focused on the principle of eliminating discrimination against them and achieving equality, and the execution of these strategies of equality and non-discrimination through various economic, social and political policies and various legislations.

It also emphasized its role in guaranteeing these rights, as development plans, economic and social reform programs took into account the issue of gender equality and non-discrimination. Furtheremore, empowering women economically, will help them face obstacles and difficulties in the work environment.

2. Eliminate all forms of violence against women and girls, including human trafficking, sexual exploitation, etc.

The policies for the elimination of all forms of violence include three basic elements: First, protecting women from violence through community awareness; second, providing psychological, social and health care services for victoms of domestic violence, third, enact legislation that protects and addresses this phenomenon.

The Iraqi government has given clear attention to issues of violence by launching an updated strategy to combat violence against women in 2019.

Iraq has also initiated the Anti-Human Trafficking Law No. 38 of 2012 in compliance with Iraq's commitment commitment to the United Nations Convention against Organized Crime / the Protocol of Combating Human Trafficking.

3. Developing social protection policies and providing public services and infrastructure.

\* The number of persons covered by the social protection network for the year 2017 is (414454).

4. Ensure the full and effective participation of women and equal opportunities for leadership on an equal basis with men at all levels of decision.

\* Number ofWomen in the Iraqi Council of Representatives for the year 2018 is 83 seats, or 25.2% of the total number of seats (329).

5. Ensure the access to gender-based health services and reproductive rights.

6. Undertake reforms to empower women with equal rights in economic resources as well as access to land and other property, financial services, inheritance and natural resources in accordance with national laws.

Empowerment of women focuses on economic self-reliance by reducing the percentage of unemployed women, ensuring women's empowerment in the entrepreneurial sector and creating a system of professional development tailored to the nature of women. Emphasis is also placed on the provision of appropriate services and facilities in the work environment to help women reconcile their domestic tasks and work through the provision of nurseries and attention to special cases that contribute to the activation of women's economic role. Emphasis is placed on women's rights in the labor market such as finance, land ownership or ownership of natural resources.

- Promote the use of technology, in particular information and communication technology.

The use of a technology tool to promote women's empowerment is virtually absent in women's strategies and development plans.

- Adopt sound policies, enforceable legislation and strengthen existing policies and legislation to promote gender equality and empower all women and girls at all levels.

Means to achieve women's economic empowerment through the Iraqi Women's Economic Empowerment Plan, which aims to:

- Improving women's participation in the labor market.

- Increasing the participation of women in the private sector.

- Empowering women in areas affected by terrorist acts.

- To promote the role of women in construction and development projects in order to reflect the principle of equal opportunities.

- Adopt training programs to implement the provisions of Resolution 1325 by training women in peacetime.

- Providing legal aid for displaced women to help them identify and claim their rights.

- Adopt a virtual policy that is friendly to women, with easy guarantees to facilitate access to financial resources for displaced, poor and woman headed families.

- Encouraging traditional industries as successful employment opportunities for women with offering incentives and financial, professional and marketing support.

- Adopt a motivating policy to educate females and women and fight illiteracy through the announcement of financial incentives to encourage enrollment in literacy centers.

Challenges of Empowering Women in the Work Environment:

• Women make up about 54% of those covered by the social welfare network, although the number has recently declined due to the opening of applications for heads of families.

• Females living in urban areas are more than twice that of women living in rural areas, which require attention to non-agricultural women's projects in the districts and outskirts.

• The percentage of the labor force for women is among the lowest in the region (14.5%) compared to 72% of males, according to the Central Statistical Organization.

\* Lack of data and information on economic opportunities adversely affect women's ability to find jobs.

Legislation related to women’s human rights, issued by the Iraqi Council of Representatives from 2010 to 2016:

- The law of abolishing the reservation of the Republic of Iraq to Article (9) of the Convention on the Elimination of All Forms of Discrimination against Women contained in Law No. 66 of 1986.

- Literacy Act 2011.

- Anti-Human Trafficking Act 2012.

- The Social Welfare Amendment Act 2013.

- The Social Protection Act 2014.

- Statement of the formation of a specialized investigative court to hear cases of domestic violence 2015.

- Formation of the Family Protection Directorate by the Ministry of Interior and allocating a hotline for receiving complaints on domestic violence.

- Introduce legislative reforms to empower, protect and support women, such as passing a law banning online sexual harassment, which is now being debated in parliament. In addition, the draft law on protection from domestic violence.

- Strengthening effective mechanisms for implementing laws and issuing instructions in support of women, such as facilitating procedures for registering companies owned by women and activating the customs protection law to ensure the protection of local agricultural and industrial products.

 - Support women's business networks to share knowledge and information.

- Facilitating women's access to financial resources. The Iraqi Poverty Reduction Strategy includes activities to support rural women such as the Rural Women Development Fund and the Social Fund for Development. One of the activities of the Women's Empowerment Plan is to increase funding for poverty reduction strategy activities.

- Raising awareness of the impact of gender equality and the importance of empowering women through participation with local media.

- Strengthening the capacity of public and private sector employees with a focus on gender awareness.

- Take advantage of innovative technological tools to empower and support women in market and create jobs.

• To achieve and implement this plan, a committee will be set up to oversee the implementation of the plan and work closely with all government agencies including local government, private sector, NGOs and international organizations.

-In addition to the Action Plan, we will collaborate with international organizations on various programs to support women. For example, ESCWA and the Iraqi government are currently working on a program to calculate the economic cost of violence against women,( I Wish 2) program was launched with the Ministry of Planning (Directorate of Human Development) and UNFPA (UNFPA), first survey to address women's issues based on the life cycle approach.

The presence of women in the public sphere, whether as political actoress, in social movements or as economists, is growing, they are increasingly involved in labor force as a realistic response to their access to education. The national development plans, sectoral strategies and policies adopted by the government, represented by the Ministry of Planning, emphasize the provisions of the Iraqi Constitution 2005 on providing education, employment and health opportunities to achieve equality between men and women as a right for all and to be presented without discrimination with emphasis on vulnerable groups such as widows and divorced women and who are missing parental care. The following is a description of this reality in recent years, according to the main topics of empowerment and the conditions that affected these topics:

- Building new schools for girls.

- Inaugural of literacy centers.

- Establishment of family protection centers at the Ministry of Interior.

- The Iraqi constitution provides 25% of parliamentary seats to women in the Iraqi parliament.

- Adopting a law allowing women to work in the security services such as the Ministry of Interior and Intelligence.

- Implementation of a plan of action for demining territories of past wars and the training of women to be police officers in the Ministry of Interior in cooperation with UNIMAS to empower them and eliminate gender discrimination in occupations.

- Discussing prisonments system and establishing modern prisons for women and men.

- Between 2014 and 2018, 47 laws have been enacted that contribute to the advancement of women.

- Initiating Implementation Plan for the joint statement between the Republic of Iraq and the United Nations, and the appointment of two coordinating bodies at the level of the central government and the regional government to work on carrying out the provisions of this statement in multible domains / support legislative and political reform / ensure accountability/ ensure the provision of services / involve tribes, clerics and civil society.

- Committee for the Advancement of Rural Women to develop a strategy for the advancement of rural women in order to give special attention to their needs.

- Adoption of the National Development Plan 2018-2022, which includes a focus on the empowerment of women in the human and social development and includes areas of women's education, health, economic empowerment and social contribution.

- Pillars of the National Action Plan / Participation and upgrade the representation of women in negotiations, civil peace and reconciliation and peaceful coexistence committees.

Establish mechanisms to ensure equitable proportional representation and participation of women in all state authorities and decision-making centers.

- Involve women in the design, identification and management of activities and events

- \* Implementation of a pilot program of conditional subsidy for women included (2000) women.

- Coordination with the World Bank to launch a number of programs as part of the emergency project (to support social stability and resilience in Iraq), for their importance in addressing the impact of conflict on the population and a special focus on women as well as mitigating the psychological and social impact of the conflict, especially on women and children, including (cash versus work and social support), as well as coordination with the Agricultural Bank of Iraq to grant rural women loans to establish small projects to raise the level of economic empowerment of Iraqi and rural women.

- Amendments to the Labor Law, which included provisions on harassment and child custody ...

- Launching (Women and Social Protection in Iraq) project a stepn towards economic empowerment, which aims to provide technical assistance to the Iraqi government to strengthen systems and implement programs that ork on empowering women economically and politically in Iraq.

- Involve women in identifying challenges to promote, protect and implement human rights, and identify the negative effects of climate change. From their participation in decision-making to the development of solutions of challenges and constraints, we note that the active participation of women in gender issues comes with effective and realistic results, given their knowledge of the reality of women and the reality of society.

The most important challenges facing women in Iraq are drought and lack of arable land and the reduction of agricultural land, especially for the winter season by half due to the lack of sufficient water resources for agriculture. The marsh areas have led to sporadic migrations towards the cities and this leads to the disruption of the family, social and financial situation for these families and women in particular.

Sexual harassment in the national context of work: One of the most important challenges faced by women in the work environment is the subject of sexual harassment. The Iraqi Labor Law No. (37) of (2015) defines sexual harassment as: Any physical or verbal behavior of a sexual nature, or any other behavior based on sex, which violates the dignity of women and men, is undesirable, unreasonable and degrading to those who receive it.

Article 10 of the Iraqi Labor Law of 2015 prohibits: “Sexual harassment in employment and occupation, whether in the search for work, vocational training, employment, or terms and conditions of employment. It also prohibits any other behavior that creates an intimidating, hostile, or degrading for whom such behavior is directed“.

According to questionnaires conducted, 98% of women who have been harassed have not filed lawsuits and did not tell their employer for fear of losing work, or for fear of disclosing it due to social customs and traditions

Although there are anti-harassment laws, harassment is one of the obstacles women face in the workplace. Many are harassed by their manager, colleagues or clients.

83% of them confirmed that there are no competent authorities protects them during harassment, and there is a real weakness in the enforcement of laws and regulations both in the public and private sectors. The main reason for not disclosing such cases is that women are not informed of their constitutional and legal rights at work.45% of respondents acknowledged that they did not know their rights.

It is worth mentioning that there are no organizations specialized in harassment, but there are attempts by organizations that support women's rights to work on harassment through raising recommendations to decision makers to tighten laws, and encourage women to disclose harassment cases.

The Community Police Directorate of the the Interior Ministry works on protecting society from crime, cases of violence, applying principles of restorative justice, and community peace programs for liberated areas

Many women prefer to be silent over reporting because of the masculine patriotism that justifies every act of men at the expense of women. Moreover, many women stay discreet as a result of concepts of submission, silence and vulnerability in attempts to convince them that the real place for women is home, and they do not need work. Self-reliance is just extraneous concepts to society.

The Government focuses on:

The need to tighten laws that hold harassers accountable for the inappropriate acts.

Establish institutions to combat harassment.

Assign a hot number to report cases.

Training specialized staff to listen to cases and find appropriate solutions.

Public and private sector employees receive regular training to learn the policies and procedures of private sector companies to combat harassment.

Drafting policy guidelines to be circulated to the public and private sectors.

Activate the media to focus on the phenomenon.

Urging inspectors in the Ministry of Labor and Social Affairs to ensure the implementation of the labor law in force

Activities of civil society organizations :

Prepar awareness programs to support women.

A joint work program to raise awareness in schools and universities.

Promote a culture of respect for women through religious and tribal roles by supporting laws that support women's rights in general and women's right at work in particular.

The public and private sectors should work together with civil society organizations to reduce this phenomenon and not underestimate it.

**The second topic**

**The impact of technological change on the experiences of Iraqi women:**

The use of technology in promoting the empowerment of women is almost absent in women's strategies and development plans though it is an important means in the new era of wide range use Internet and social media, the majority of women have the aspirations and strive to take advantage of modern technology. There are projects that support women's business networks to share knowledge and information, take advantage of innovative technological tools to empower and support women for marketing and job creation. Work closely with all government bodies including local government, private sector, NGOs and international organizations as well as local media.

**Women and Information Technology**

As part of the Joint Statement on Sexual Violence in Conflict and Response Plan:

- Raising awareness on the subject of discrimination against women through various media channels.

- Iraq has recently witnessed a large media openness, and the number of women working in the field of media has risen remarkably.

- The emergence of the private media sector in Iraq widely, and the increase in the number of satellite channels and local channels to more than 100 institutions, close in number of print and audio press have all led to consider the media in Iraq as an integral part of the public and private life of society and individuals, especially social media which occupies an important and influential position in daily life.

The data of the ICT survey for 2014 showed that the percentage of individuals aged (5) years and up who use mobile phone is (63.2%) and the proportion of male use is higher than females, males (70.5%) and females (55.7%) .Individuals who use computer are(14.8%), (18.9%) for males and (10.5%) females. (8.6%) females who use Internet compared to (17.7%) of males.

The National Plan of 2022 in Chapter IX / Human and Social Development / includes Socio-cultural Empowerment of Youth in general , boys and girls; spreading spirit of tolerance and social cohesion through the use of media and communication technology to raise awareness of the importance of tolerance, dialogue and community cohesion.

  The increase in the number of women using mobile phones is an indication of the increasing awareness of technology importance among women, but at the same time there are indications on the increase of cases of harassment and crimes of electronic extortion through social media, noting that most laws on this subject are still not fully formed, such as :

-The law on the protection of personal information is still in the State Council for study.

-The National Security Law will be withdrawn to do some changes on it.

-The Ministry of Interior conducts patrols around schools for awareness and prevention.

**Women, Technology and the Future of Work**

Women are currently underrepresented in some areas of employment, such as engineering and information technology

The way we work is changing at an unprecedented rate. Through automation, digitization, artificial intelligence and machine learning tend to eliminate many jobs with routine tasks that require low and medium skills.

Our new research suggests that the trend towards increased automation will be particularly challenging for women.

The risk of job losses due to automation is estimated at an average of 11% for women, compared to 9% for their male counterparts. Thus, while many men lose their jobs because of automation, we estimate that 26 million women in 30 countries are at risk of losing their jobs due to technology over the next 20 years. Our study concludes that the probability of automating women's jobs is 70% or more, which is equivalent to of 180 jobs worldwide.

We must understand the impact of these trends on women's lives in order to achieve gender equality in the workplace.

What policies can countries now follow to ensure women's contribution to the economy, while moving towards automation?

Women are at greater risk

If women continue work in sectors and professions that are at high risk of automation, all the hard-won gains of policies to increase the number of women in labor force and increase women's wages to be equal to men may quickly disappear

* The risk is greater for women aged 40 and over, those who do office work, or work in services and sales.
* Nearly 50% of women with secondary education or less are at high risk of automating their jobs, compared to 40% of men. Women with a bachelor's degree or higher are at 1% risk.

**Opportunities and challenges**

15% of Women are less likely than men to be in managerial and specialaized professional positions, while they are 19% more likely to take up office and service jobs than men. The jobs in which women perform routine tasks could mak them more vulnerable to layoffs due to change of technology.

Now more than ever, women will need to break the glass ceiling that hinders their rise to higher positions, as routine work assignments exacerbate gender inequality in employment. Even after taking into account factors such as skills differences, experience and career choice, about 5% of the wage gap between women and men is due to women performing more routine work tasks

Jobs are likely to increase in sectors where women typically work, such as health and social services - jobs that require cognitive and interpersonal skills and are therefore less likely to be automated.

Governments need to enact policies that promote gender equality and empower women in the changing work:

Arming Women with Appropriate Skills:

Early investment in women in science, technology, engineering and mathematics (STEM).

“The Girls Who Code” organization in the United States, along with peer counseling, can help remove gender stereotypes and increasing the number of women in scientific fields.

Tax deductions for training women already in the labor market such as in the Netherlands is an example that can help remove barriers to lifelong learning. The creation of transferable individual learning accounts, such as in France, can help remove barriers to lifelong learning and

bridge gender gaps in leadership positions: Affordable childcare services and the replacement of family income taxes, such as in Canada and Italy, can play an important role in supporting women's career advancement. Countries can set appropriate targets for recruiting and retaining staff in different fields, as well as promoting quotas, as Norway has done, and launching training and mentoring programs that help women get management positions.

**Bridging the Digital Gender Gap:**

Governments have a role to play through investing in capital infrastructure and ensuring equal access to finance and digital connectivity, as Finland has done.

Facilitating labor transfers: Countries can support workers during their transition from one job to another due to automation by providing training and benefits associated with individuals rather than jobs, such as the accounts of the individual training applied in France and Singapore. Social protection systems have to be adapted to new forms of work. To address low income security with rapid technological change, some countries may consider expanding non-contributory pensions.

**Topic 3**: **GIG economy and on-Demand economy**

How is the rise of more flexible forms of labour, including the gig and on demand economy impacting on women’s experiences of work in your national contex?

Iraq has taken important steps towards the economic empowerment of women:

Enhance the participation of Iraqi women in the national economy to be 20% by 2022, and increase women's access to financial resources and economic opportunities in 2021, with increasing the participation of women in entrepreneurship and the integration of their work at home and in informal work within the national economy by:

Strengthening the social, legislative and administrative environment

Reduce the gender gap in education and human capital building in 2020

The ministries approve the preparation of gender-responsive budgets.

Increase women's economic participation through entrepreneurship and small and micro enterprises

Increase women's participation in the private sector.

Which groups of women are most likely to be impacted by this type of work?

In the private sector, women at different levels may suffer some form of violence, and this applies to both men and women, but women are more vulnerable. Therefore, it was emphasized to activate laws that include women workers in the private sector with the same laws of the public sector, such as regular leave, maternity leave, maternity leave, and other issues that affect the privacy of women, in addition to protection from various forms harassment.

What are some of the good practices for ensuring access to social protection for in informal and on demand work?

The policies adopted by the government, represented by the Ministry of Planning, emphasize the provisions of the Iraqi Constitution 2005 on the provision of education, employment and health opportunities to achieve equality between men and women as a right for all and to be presented without discrimination with emphasis on vulnerable groups such as widows, divorced women and parental care.

- The Department of Social Protection for Women at the Ministry of Labor and Social Affairs, through the poverty alleviation strategy, has granted (11090) loans from 1/12/2012 to 27/12/2016, and granted (24033) loans to small income-generating projects from 24/11/2013 to 30/6/2017

 It also granted (370) loans within the industrial services from 1/10/2015 to 30/6/2017, and granted (388) loans for community rehabilitation projects from 2007 - 2017.

Adopting the Iraqi Women's Economic Empowerment Project, in cooperation with the World Bank and funded by the Canadian Government, which aims at increasing women's participation in the labor market by 5% over the next five years.

It has been worked on re-activate the gender units after they stopped working during the abolition of the Ministry of State for Women's Affairs, through (Women's Empowerment Formations) in ministries and entities not associated with the Ministry and all governorates, which in turn are concerned with all practices that ensure working women in various sectors. Ensure that they have access to all social and economic protection. They also make their budgets gender-responsive, and this will ensure the protection of women's rights in society at all levels

There are also some measures taken by the government:

1. Inclusion of women's issues and the needs and means of empowerment in the national development plan.
2. Adopt a broader policy for women and girls in conflict times.
3. Training courses in intergovernmental institutions
4. Adoption of the Strategy for the Advancement of Women and the National Plan of Security Council Resolution 1325.

**Fourth Topic**

Attention to the status of women is one of the key issues in all national development plans and strategies, as it is a vital part of society. It extends to other members of the family,Thus, sustainable human development is meaningless if this vital part of society suffers from underdevelopment, deprivation, marginalization or exclusion, and this affects not only women but also other members of the family, and thereafter society.

   Today, the issue of empowering Iraqi women - regionally and internationally - occupies large areas in national plans and strategies from the perspective of justice, equal opportunities and citizenship rights, which contributed to the rise of education indicators, and a decline in other indicators in the sectors of professional development and senior management.

The State has adopted policies and programs to promote positive discrimination in favor of women and empower them economically, politically and socially to promote their participation in accordance with the principles of equality and representation of the rights established by the Constitution to ensure their effective role as an engine of growth and a source of economic recovery and social cohesion and participation in political decision-making, so as to create a cohesive family and creative society.

Sustainable would exclude poverty, destitution, violence and fear and ensurea quality of life that enhances human dignity

  based on the principle of optimal investment of human resources.

The empowerment of women has emerged in the national development plan, which is based on social, economic, cultural and educational factors as a whole, which constitutes a main pillar of development through which women interact in society and support opportunities for progress in accordance with international curricula and processes

Certain demographic change affects women's experience in the work environment, where rural-urban migration leads to overpopulation, and thus affects the experience of women to change the working environment and the nature of work in line with the requirements of new life different from her previous life.

The ultimate goal of the Women's Empowerment Action Plan is to increase women's participation in the labor force by five percentage points over the next five years. National statistics will be used as a baseline since ILO data can be different, to measure and monitor progress towards the ultimate goal of this plan.

The Grand Plan for the Economic Empowerment of Iraqi Women, which was developed in cooperation with the World Bank, was launched at the Mashreq Conference on Women's Economic Empowerment under the auspices of Lebanese Prime Minister Saad Hariri in Beirut on 19 January. The following are the main features of the Iraq plan. The coming period will wintness tireless work to develop practical details to ensure job creation for women and entrepreneurship.

Supporting women's business networks to share knowledge and information and facilitating women's access to financial resources. The Iraqi Poverty Reduction Strategy has activities to support rural women such as the Rural Women's Development Fund and the Social Fund for Development. One of the activities of the Women's Empowerment Plan is to increase funding for poverty reduction strategy activities.

**Enrollment rates in education**

  Male enrollment rates remained higher than females in general for primary, intermediate and secondary levels. The impact of economic, security and social conditions on female education is particularly evident

Where the interest of families to enroll their daughters to study for the above stages, has declined which reflects the continued dominance of the male culture, which still dominates the Iraqi families.

The exception is the kindergarten stage in which females have higher enrollment rates than males. It is worth mentioning that primary enrollment rates for females have been increasing gradually since 2012, although they remain lower than male enrollment rates. The highest enrollment rate for females was recorded for the academic year (2014-2015) and the average rate was (107) for the primary stage compared to (112) for males for the same stage and for the same academic year.

Similarly, for the intermediate study, enrollment ratios was (97%) for males versus (70%) for females for the academic years (2015-2016). 2015-2016). Male enrollment rates were higher than females in university education ... note that the university enrollment rates for females rose from (13.4) in 2011 to (18.5) in 2015 ... while the enrollment rates of males in university education increased from (15.5) in 2011 to (20.2) in 2015.

*Enrollment rates for the "Kindergarten, Elementary, Intermediate and Preparatory" stages*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  **Kindergarten** | **Elementary** | **Intermediate** | **Preparatory** | Years |
| boy | girl | boy | girl | boy | girl | boy | girl |  |
| 7 | 8 | 112 | 98 | 78 | 54 | 36 | 30 | **2010/2009** |
| 10 | 9 | 109 | 96 | 75 | 52 | 39 | 31 | **2011/2010** |
| 10 | 10 | 112 | 99 | 85 | 55 | 43 | 34 | **2012/2011** |
|  |  |  |  |  |  |  |  |  |
| 11 | 12 | 111 | 106 | 90 | 60 | 46 | 36 | **2013/2012** |
| 12 | 13 | 111 | 106 | 91 | 63 | 46 | 36 | **2014/2013** |
| 12 | 13 | 112 | 107 | 95 | 72 | 47 | 41 | **2015/2014** |
| 12 | 12 | 110 | 104 | 97 | 70 | 51 | 44 | **2016/2015** |

This indicator is in line with SDG 4, specifically Goal 1.4, to ensure that all girls and boys have access to free, fair and quality primary and secondary education leading to appropriate and effective educational outcomes by 2030. Source: Ministry of Education data.

**Political Participation of Women**

      Despite the explicit tendencies of the state after 2003 towards the broader involvement of women in the political and electoral process as one of the main pillars in building a modern state, its participation is still constrained by a system of traditions, values and societal norms that dominate Iraqi society.

The provincial elections in 2013 showed that the ratio of women candidates to men candidates is (37.28%), where the number of women candidates (2188) against (5869) men candidates

The elections of the Iraqi Council of Representatives in 2014 showed that the ratio of women candidates to men candidates totaled (40.52%) and in this context the number of women candidates (2606) candidates against (6432) men candidates. The average percentage of female votes is 34.35%, which is somewhat limited.

On the level of participation of women in administrative positions ... A field study carried out by the Ministry of Planning in 2015 showed that the proportion of women in administrative positions decreases as the level of career gets higher, as the study showed that the ratio of women to men at the level of general managers is (9.69%) and the proportion of women to men at the level of Undersecretaries (2.56%), reflecting an imbalance in the level of participation requires efforts to strengthen women's participation in leadership positions

Ratio of women to males, according to managerial positions in the country’s institutions, is in line with Goal 5 of the Sustainable Development Goals, specifically Goal 5.5, which ensures full and effective participation of women with equal opportunities for leadership on an equal basis with men at all levels of decision-making in general political and economic life.

|  |  |
| --- | --- |
| Female to Male Ratio by Position | Administrative position |
| 2.56% | Undersecretary of the Ministry |
| 2% | Inspector General |
| 9.69% | Director general |
| 9.98% | Assistant General Manager |
| 14.9% | Directors of departments or centers |
| 33.5% | Department Managers |
| 43.2% | Head of Division |

The survey also showed a decrease in the participation of women in committees and courses of state institutions compared to men ... The percentage of women participating in training courses outside Iraq (38.35%) and the participation of women in internal committees compared to men (45.1%) and the participation of women in foreign committees Compared to men (34.1%), this indicator is in line with SDG 5, specifically Goal 5.5, to ensure women's full and effective participation and equal opportunities for leadership on an equal basis with men at all decision-making levels in public political and economic life.

**Economic participation**

The data of the social and economic family survey in 2014 showed that the percentage of working women against economically active women is (78%) showing a slight increase from what was recorded in 2012, in 2012, working to economically active women was (77%).

The ratio of employed and unemployed to economically active

According to the Social and Economic Survey of the Family 2014

| employees | Unemployed | Governorate |
| --- | --- | --- |
| Male | Female | total | Male | Female | total |  |
| 92.6 | 85.2 | 91.2 | 7.4 | 14.8 | 8.8 | Dohuk |
| 92.9 | 76.0 | 91.8 | 7.1 | 24.0 | 8.2 | Nineveh |
| 95.9 | 87.7 | 94.3 | 4.1 | 12.3 | 5.7 | Sulaymaniyah |
| 96.9 | 97.8 | 97.1 | 3.1 | 2.2 | 2.9 | Kirkuk |
| 96.5 | 70.5 | 91.7 | 3.5 | 29.5 | 8.3 | Erbil |
| 96.8 | 53.9 | 91.2 | 3.2 | 46.1 | 8.8 | Diyala |
| 82.8 | 68.8 | 80.4 | 17.2 | 31.2 | 19.6 | Anbar |
| 89.1 | 75.6 | 86.7 | 10.9 | 24.4 | 13.3 | Baghdad |
| 90.4 | 90.9 | 90.5 | 9.6 | 9.1 | 9.5 | Babylon |
| 95.9 | 80.1 | 93.3 | 4.1 | 19.9 | 6.7 | Karbala |
| 93.0 | 92.0 | 92.8 | 7.0 | 8.0 | 7.2 | Wasit |
| 94.6 | 70.0 | 91.8 | 5.4 | 30.0 | 8.2 | Salahaddin |
| 95.5 | 71.2 | 91.7 | 4.5 | 28.8 | 8.3 | Najaf |
| 90.1 | 75.1 | 86.8 | 9.9 | 24.9 | 13.2 | Qadisiyah |
| 92.6 | 85.8 | 92.0 | 7.4 | 14.2 | 8.0 | Muthanna |
| 85.4 | 64.8 | 82.6 | 14.6 | 35.2 | 17.4 | Dhi Qar |
| 88.3 | 53.3 | 83.5 | 11.7 | 46.7 | 16.5 | Maysan |
| 88.0 | 85.5 | 87.8 | 12.0 | 14.5 | 12.2 | Basra |
| 91.6 | 78.1 | 89.4 | 8.4 | 21.9 | 10.6 | total |

 Source: Social and Economic Survey of the Family 2014

The percentage of women working in the private sector to economically active was (29%) in 2014, showing a decrease of 32% in 2012 ... Women working to economically active in the government and public sector was (46%) In 2014, Recorded a rise of 41% in 2012, there was an increase of (5%)for women working in the public sector and a decrease of 3% for women working in the private sector.

According to the socio-economic survey of the Iraqi family 2014, the highest percentage of working women to economically active women was in Kirkuk governorate (98%) in 2014, followed by Wasit province (92%), and Babylon province (91%). The lowest percentage of working women to economically active was in Missan governorate (53%).

**Social protection**

     The Ministry of Labor and Social Affairs provides social protection services for women, especially women headed households. The Ministry's data showed that the number of those covered by the social protection network is more than the number of those covered for the years (2010-2015). The number of those covered in 2013 increased to 471,318 women.

**Social conditions**

The percentage of women headed households at the national level, according to the Food Security and Vulnerability Assessment in Iraq in 2016 was (10.5%), noting that the highest percentage of women headed households showed in Baghdad (13.6%), followed by the province of Sulaimaniya (12.3%) ). Compared to previous years, this percentage seems to have increased relatively in recent years compared to 2013 (10.2%) at the national level, based on what was recorded in the 2013 Poverty and Maternal Mortality Survey. This survey indicated that the highest percentage of households headed by women was in Diyala province (12.8%).

The percentage of married women at the national level aged (12) years and over is (53.9%), and the highest percentage of married women for the age above in the provinces recorded in Muthanna province (56.9%). According to the 2016 Food Security and Vulnerability Assessment in Iraq, the average age at first marriage for females was 20.8 years.

The highest level of marriages recorded at the national level is (246430) cases in 2009. In comparison between the years 2009 - 2016, we find a decline in the tendency of marriage to the lowest levels in 2014, the year that witnessed terrorist operations and security disruptions and the occupation of a number of Iraqi areas by terrorism, which reflected negatively on the dynamics, movement and stability of society. This was evident by the decrease in marriages to (190026) marriages, but number of marriages rose though it did not reach its previous levels despite the population increased in 2016, which reflected negatively on the demographic situation and the state of balance in society and its effective impact on family trends .This indicator is in line with SDG 5, specifically Goal 3.5, to eliminate all harmful practices such as child marriage, early marriage, forced marriage and female genital mutilation

**Economic empowerment of women**

Means of achieving the goal

Improving women's participation in the labor market

Increase participation of women in the labor market

Raise the level of community awareness of the importance of women's participation in the labor market

Increase training opportunities for women

Providing credit facilities for women

Provide business incubators for women

Increase women's workin the private sector

Activating the Iraqi Labor Law No. (37) for the year 2015, focusing on Chapter 10 (Protection of Working Women) in order to support the participation of women in the labor market.

Social security for women especially in the private sector, increase in the number of microcredits granted to women

Enabling women to own assets as inheritance

Raise community awareness about women's rights to inheritance

Raise women's awareness of their legal rights

Activation of inheritance laws especially in rural areas

Raising awareness through programs, brochures and seminars on women's legal rights

Providing legal clinics for women, especially in poor and rural areas

Women's health empowerment

Means of achieving the goal:

Improve health services for women

Increase the number of reproductive health centers and family planning, especially in rural areas

Strengthening the centers with female medical specialists in rural areas

Rehabilitation of skilled midwives in remote areas

Training female medical staff in rural and poor areas

Raise awareness of the importance of early detection of gynecological diseases such as breast and uterine cancer

Increased community awareness of the importance of early detection of gynecological diseases of breast and uterine cancer

Raise awareness through television programs, leaflets and posters about early detection of gynecological diseases

Raising awareness through mobile medical teams in rural and poor areas about early detection of gynecological diseases.

**Fifth topic**

Environmental legislation to meet Environmental challenges.

  The National Development Plan 2022 to meet the challenges and create mechanisms and methods to measure and monitor the effects of climate change, ensure the enjoyment of women and girls all human rights, and activate monitoring to various government agencies such as ministries (health and environment, agriculture, higher education and scientific research) in addition to research centers in Iraqi universities Provincial councils, civil society organizations, and unions. All of the above mentioned parties and bodies have come out to identify deficiencies and work to remove them.

- Practices is to involve women in identifying challenges to promote, protect and implement human rights, and to identify the negative effects of climate change. Starting from the participation of women in decision-making to the development of solutions to challenges and constraints, we note that the active participation of women in these subjects comes with effective and realistic results due to women’s direct contact with it.

  The most important challenges facing women in Iraq are drought and lack of arable land and the decline of agricultural land, especially for the winter season, due to the lack of sufficient water resources for agriculture, which leads to an unproductive agricultural season which affect the income of farm families, especially women

The Iraqi State is aware of the importance of gender role in environmental disasters:

- Launching a gender awareness campaign carried out by the Red Crescent and the civil defense, as well as awareness to address flood disasters in flood-prone areas ... and conducting awareness in schools in cooperation with UNICEF .... There is also a field campaign for flood disasters and training courses to volunteers and staff by the Red Crescent Society. The campaign reached out to target segments in four Iraqi governorates where there are 75,000 females, or 45% of its population are women.

 Water and women: Women and water are closely related to the fact that women in all societies, whether in urban or rural society ... are responsible and keen to provide water...

We work to give women a role and voice in the decisions concerning water management We are working on new means to protect water from pollution. It is our duty to keep the water unpolluted, so there are many ways and methods to protect them from pollution, some of these ways:

Dispose of toxic waste and chemicals properly from factory waste.

    To use renewable and environmentally friendly sources of energy to generate electricity.

 The use of environmentally friendly chemicals in cleaning instead of using toxic ones, as they do not pollute the water they come into contact with if they are discharged into the sewage pipes.

Filtration of industrial vapors as they are the main cause of rain water pollution.

 Recycl of e-waste, containing toxic substances such as mercury and lead that may leak into water and cause contamination.

 Recycle of used car oils and avoid disposal in sewage pipes, as a small amount of car oil causes a very large amount of water pollution.

The use of solar panels is an alternative to electric power.

Waste recycling for electric power generation.

Use the production of animal gas (methane) from livestock waste, which in turn provides energy sources and fertilizers at low prices.