

ANNUAL REPORT 2022



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ACRONYMS

ISIL	Islamic State in Iraq and the Levant.
IOM	International organization migration.
PSS	Psychosocial support.
CFS	Child-friendly space.
CRSV	Conflict-Related Sexual Violence.
GBV	Gender based violence.
MHPSS	Mental health and psychosocial support.
WPS	women peace and security.
NAP	National action plan.
KRI	Kurdistan region of Iraq.

EXECUTIVE SPEECH

I am very pleased to present to you the report for the year 2022 in which we worked as a Dak Organization to serve our society, as we worked and made all our efforts to support Yazidi women and strengthen their role further in our society, which is still suffering from many conflicts and difficulties, especially, women face the greatest challenge to prove their status and existence in the community.

This year was one of the fruitful years full of hard and diligent work, especially after we almost emerged from the Corona crisis and the many hard challenges that we faced during which we were able to overcome them with complete success.

I am happy and proud of all the work and services that we have provided, especially after we presented projects that contributed to changing the lives of many Yazidi women for the better. We were able to work at the local and national levels, contributing to our projects by developing women's capabilities and empowering them economically, in addition to providing protection services and livelihoods. Also, building their capabilities in advocacy and how to demand their rights.

We worked with all our efforts to ensure that Yazidi women have a heard voice and to contribute to the process of peacebuilding. According to the women's agenda for security and peace, we were able to build the capabilities of many women, especially in Sinjar and the Nineveh Plain, in the field of peacebuilding and leadership, and how to become peacemakers in their communities. We also held dialogue sessions and round tables between organizations and the government, and we believe that any change can only come from within society. Therefore, we involved community leaders, religious men, and inspirational people to support us in further strengthening the role of women in society. We also contributed to providing psychological and social support services. We also worked on the development of our organization, as we had wonderful opportunities to build institutional capabilities by our partners and developed the organization's policies so that we could obtain better opportunities to support the largest number of women.

As we know, we worked hard to advocate for the Yazidi Women Survivors and support victims of sexual violence. We still have a lot to work on as a feminist organization, and despite all the work and service we provide, there are still thousands of women living in the camps in offensive situations, and cases of violence and exploitation are increasing, and not all women are able to access services easily.

There are not many job opportunities for women. Women today are facing a new stage, with all the training, support and capacity building that they have received over the past years, they have a clear vision of how to demand their rights, but they still fall under social pressure, customs and traditions, and the difficulty of reaching services in the required manner. As a local organization, I hope that we can serve women and girls more and be assistance and support to them.

In conclusion, I thank all the international and local organizations also, all those who supported Dak organization during the year 2022. We hope to contribute together to build a healthy society free of violence and corruption, a society in which women's dignity is preserved.



Sozan Safar
President



WHO WE ARE

We serve women in general, especially vulnerable and violence survivors. Also, adolescents, children, and youth in various activities.

OUR MISSION

To empower women and enhance their capabilities across all sectors, providing equality, equitable opportunities in life, and the decrease of violence and corruption from the society.

OUR VISION

Envision a society where violence and corruption are reduced, ensuring the protection of women's rights.

OUR VALUES

- Honesty.
- Transparency.
- Equality.
- Commitment.
- Humanity.
- Neutrality.
- Impartiality.
- Independence.
- Supportiveness.
- Trustworthy.



“

I have observed noticeable change in my life especially in term of painting skills.

Almas



GEOGRAFICAL FOCUSE AREA



● Duhok Governorate (Sharya, Khanke, Duhok City).

● Nineveh Goernoorate (Hamdaniah, Bartalah, Qaraqosh, Bashiqa, Mosul, Sinjar, sinune, Khanasor, Duhla, Essian, Baadra, Shekhan, Beban, Mahat, Shekhka).



2022 AT A GLANCE

LIVELIHOOD

Livelihood

64

in Sinjar



Female 64

Male 0

In Dak's implemented projects, 64 women from ethnic and religious minority backgrounds in the project's target area received livelihood training based on marketing assessments results illustrated that the sewing, cooking, and baking, and beauty and salon were the most wanted and needed sectors for increasing women's livelihood in the target area which was Sinjar. These trainings included different skills such as sewing, beauty and salon services, cooking, baking, and agriculture. Besides, during the finalization of the livelihood sectors, 24 women from the ethnic, and religious minority women from Sinjar received small grants to initiate their small business. Also, the results of the final assessment showed that all of the beneficiaries of the livelihood sectors received benefits from the intervention.



2022 AT A GLANCE



Protection

1150

in Sinjar



Female 737

Male 413

PROTECTION

Dak provided protection to a total of 1150 community members, including 391 women, 119 men, 346 girls, and 294 boys. The protection sector offered case management, psychosocial support (PSS), and child-friendly spaces (CFS) for women and children in the project's target location which was Sinjar. Additionally, legal support was provided to females, males, and children, but court representation services were not provided for men. Dak emphasised on the individual level (protection support). Also, Dak strengthened the resilience of conflict-affected displaced and returnee ethnic as well as religious minority. Also proved case management services for ethnic and religious minority women and children in Sinjar, it led to critical support for their recovery, healing, and wellbeing.



2022 AT A GLANCE



Capacity building

761

Duhok, Nineveh



Female 739

Male 22

CAPACITY BUILDING

Capacity building training, and sessions had been given to 761 beneficiaries which were 739 women and 22 men in Duhok, Nineveh plain, and Sinjar. The capacity building training consisted of many different topics such, leadership, communications, gender concepts, gender-based violence, how to advocate for women's rights, resolution 1325. Gender equality, decision-making, dialogue, and advocacy. Moreover, Dak focused on problem-solving activity, personal time management exercise, exercise time management situations, examine conflict patterns and how to manage them. However, these trainings, sessions as well as courses were like a bridge between enhancing women's necessary skills and establishing the Nineveh Women Peacemakers Network.



2022 AT A GLANCE



Awareness raising

2375

Duhok, Nineveh



Female 1875

Male 500

AWARENESS RAISING

Awareness raising services had been provided to 2375 community members of the project targeted locations Duhok, Nineveh plain, and Sinjar. The beneficiaries who received the awareness services were 1875 women, and 500 men. The awareness services had been delivered to beneficiaries according to the needs of the community because they have requested to receive awareness raising sessions about the family planning, early marriage, importance of women livelihood, women role in decision making, domestic violence, and the legal awareness raising sessions including compensation, identity renewal, legal division, marriage contract, alimony, survivors' law, and women rights in Iraqi laws.





OUR PROJECTS AND INTERVENTIONS

LIVELIHOOD



LIVELIHOOD

WHAT WE HAVE DONE

Dak's primary objective is to empower ethnic minority women by offering them vocational training that aligns with the most sought-after skills in the job market and addresses specific needs. By equipping these women with the necessary skills and knowledge, Dak aims to promote gender equality, enabling them to attain economic independence and liberate themselves from traditional gender roles and societal norms.

Moreover, during 2022, Dak has provided livelihood vocational training to women and girls who were recently returned to their area which has been attacked by ISIL in 3rd august 2014. Also, the provision of vocational trainings for the ethnic minority women in the mentioned area was to promote them economically because those trained women have acquired skills related to sewing, cooking, baking, beauty and Salon, and agriculture, then they have enough skills and ability to work independently in their target area and increase the level of the employability in the area by training other women and integrating other women in their workplaces.

Besides, Dak aimed at ethnic minority women in Sinjar because they needed to build up independence, self-confidence, and leadership skills. However, they are often still excluded from livelihood opportunities.

Before providing vocational training to the women and girls from the target location of the project, Dak has conducted a rapid market assessment in the area

which included both qualitative and quantitative data collection methods in order to indicate what was the best and most needed type of the vocation was highly needed by the women of the target location of the protection in addition to conduct interview with the most relevant stakeholders of the project in the target area. According to the results that have been derived from the rapid market assessment, four types of the vocational training have been determined for the women and girls of the affected community. Further, the selection process has been done through publishing google form on the social media page of Dak organization, then the suitable women and girls had been shortlisted according to some specific criteria which were vulnerable , breadwinner, widow, orphans' mother, and the most interested ones. After shortlisting process those women and girls were interviewed face-to-face.

*"Now, I have
enough ability
and skills to run
my business
independently"*

livelihood participant

LIVELIHOOD

WHAT WE HARVESTED

During the finalization of the livelihood sectors in the implemented project which serviced ethnic minority women and children in Sinjar, 64 women and girls from Sinjar and areas around it received 45-days training on four livelihood topics which were Sewing, Beauty and Salon, cooking, and baking, and agricultural training. In addition to participating in the training on business and marketing for the duration of five days each day for five hours in order to be well skilled and talented in term of marketing and business. 24 women out of the total of 64 from both trainings vocational and business marketing received small grant to start their own business and initiative.

The aim of the mentioned service provision is to increase the livelihood of the ethnic minority women particularly who are mostly in need and the breadwinner of the family. After starting their initiatives , Dak conducted and evaluation assessment in order to indicate that how much they are able to depend on themselves and work for their families, the results of the assessment showed that they have ability to work and increase their livelihood as the result of the intervention which provided by Dak organization for Ezidi women development.



OUR PROJECTS
AND INTERVENTIONS

PROTECTION



PROTECTION

Throughout our projects, Dak has given trainings and conducted women's leadership and strengthening activities, which has durable impact both for the direct beneficiaries and for their communities.

Throughout projects, Dak targeted the individual level (protection support; leadership,) to ensure that gender roles and relations are meaningfully impacted through the project. Also, to strengthen the resilience of conflict-affected displaced and returnee ethnic and religious minority and increasing access to integrated protection case management services for ethnic and religious minority women and children in Sinjar.

Protection case management supported those at heightened risk facing challenging social realities as a result of rights violations, and provided critical support for their recovery, healing, and wellbeing. Case management was provided to women who experienced trauma assessing their situation and provided or referred to appropriate support according to each case, such as legal, health, or psychological assistance. The cases were first selected by a caseworker who carry out a vulnerability assessment. If the required services could not be provided by the project, the case was referred to a psychologist, lawyer, or another specialist according to the case's needs.

Dak provided legal services of court representation included legal assistance with documents such as identification, divorce ratification,

and marriage certificates, as well as legal consultation and advice. It met the needs of community members and encouraged men's engagement and support for project activities. This activity was conducted by the project lawyer for individual cases as well as groups.

Dak also gave, PSS services to women who experienced trauma, including support in building self-confidence. PSS activities included awareness sessions, stress management, anger management, coping mechanisms, positive thinking, etc., based on an intensive curriculum developed by IOM. Case workers also tailored PSS services according to the case's needs.

Child protection support was provided to children by Dak. These children were supported by the project staff to receive case management, PSS, legal support etc. Project staff ensured that children were safe and protected while they were receiving the services, and they worked closely with family members and provided awareness to their caregivers on how to support children and take care of them. Each child may have specific needs relating to service provision, therefore the sustainable development and wellbeing of children and adolescents is paramount. In addition, children had access to CFS services that had been established by Dak in Sinjar district. Besides, the CFS had been run by two of the specialists in term of dealing with children. Also, the CFS staff provided life skills topics to the children who were visited the CFS.

PROTECTION

WHAT WE HARVESTED

Impact of the recurrent conflict on returnee religious and ethnic minority women, and other vulnerable host community youths, women, girls, men, and boys, is reduced.

Dak provided 85 women with case management services, to have a better wellbeing and be able stand for themselves in the community. And Dak was successfully able to reach (89) women and provide them with court representation as well as (66) men received legal consultation and advice. Moreover, 156 women received PSS that helped them to be productive in their live and have strong personalities. 263 girls, and 217 boys in total of 480 attended to the CFS activities that were provided by Dak. Children received child protection support, including case management, PSS and legal support were 83 girls 77 boys in to total of 160. Additionally, Dak referred 199 cases related to psychological treatment and health care, to other existing service providers, 146 of them were women and 53 men, due to their development and wellbeing to sustainably be supported and promoted.



OUR PROJECTS AND INTERVENTIONS

CAPACITY BUILDING



CAPACITY BUILDING

Dak organization collaborated to build their beneficiaries' capacities through different trainings as well as sessions. Recognizing the significance of capacity building Dak has conducted those sessions and training in indifferent locations such as Duhok, Sharya, and Sinjar. During the year of implementing the project, Dak organization believes that capacity building is the process of improving and strengthening the skills, knowledge, and resources of every individual as well as groups to achieve their goals and to use those gained skills to create positive change in the community.

Moreover, Dak aimed at developing and building the capacities of active women from minorities in the Duhok, Sharya, and Sinjar. Also, we focused on women activists to acquired feminist leadership skills and learn more about gender concepts and gender-based violence through training and courses. Moreover, conducting trainings enhanced women's necessary skills to establish the Nineveh Women Peacemakers Network. The training and sessions were conducted by Dak organization included different topics including gender-based violence, how to advocate for women's rights, communication skills, leadership skills, Resolution 1325, and transitional justice. Throughout the implementation of projects, participants gained different skills including leadership and four theories of leadership and fundamental leadership abilities. Also, Dak emphasized the steps of problem-solving activity, personal time management exercise, exercise time management situations, examine conflict patterns and how to manage them.

WHAT WE HARVESTED

During the closure of the projects that were implemented by Dak Organization during 2022, under the capacity building sectors, Dak has reach out 761 (739 women. 22 Men) Women were trained on leadership, communication, and the importance of women's livelihoods. Also, Dak gave different training, courses and sessions related to different topics. Such as mediation and leadership, alternative narrative for conflict and prevention through literacy course, painting, and media courses, business, and marketing training. leadership, communication, and the importance of women's livelihoods. Training for media workers (female and male) in Dohuk governorate about how to write media reports aimed at combating corruption in government institutions. Also, sessions on gender concepts, gender-based violence, how to advocate for women's rights, communication skills, leadership, Resolution 1325. Training on gender equality, decision-making, dialogue, and advocacy in Duhok, as well as life-Skills Training.



OUR PROJECTS
AND INTERVENTIONS

AWARENESS RAISING



AWARENESS RAISING

Dak's goal is to increase the awareness level of the community members on different levels and aspects of life during the implementation of the projects that have been conducted in 2022. Dak believes that Providing awareness raising sessions are vital in projects as they transfer knowledge, induce behavioral change, build capacity, empower beneficiaries with information, strengthen communities, gather feedback, enhance participation, and ensure long-term sustainability, ultimately fostering positive change and empowerment. Hence, Dak organization for Ezidi women development had integrated different sectors of the awareness raising sessions in the projects that had been implemented by Dak in several targeted project locations that Dak work.

Moreover, Dak had provided awareness raising session to women, and men from different target project locations which were Sinjar, Duhok, Nineveh plain. Also, the beneficiaries who had received awareness raising sessions had been selected to participate in the awareness raising sessions according to the criterion that have been mentioned in the Proposals. Besides, during the implementation of the projects, the community outreach team had field visits to the community of the target location of the intervention, most of the members required that to provide awareness raising session to them on the family planning, early marriage, importance of women livelihood, women role in decision making, domestic violence,

and the legal awareness raising sessions including compensation, identity renewal, legal division, marriage contract, alimony, survivors law , and women rights in Iraqi laws. According to their needs awareness-raising sessions including both legal and psychological had been provided them. Further, legal consultation has been provided to the community of the mentioned area by the lawyers of Dak organization as the way to facilitate their legal documentation well prepared.

Also, the awareness raising session including the legal consultation and awareness were provided to the people of the target projects locations to both male and female by the specialist staff of Dak organization on the level of providing awareness to the community in coordination with the community outreach staff in the targeted location. Besides, at the end of each sessions Dak asks the participants and beneficiaries to share with themselves their needs and their requirements of them.

"I recognized that early marriage has negative impact on my personal life as well as community."

Awareness participant

AWARENESS RAISING

WHAT WE HARVESTED

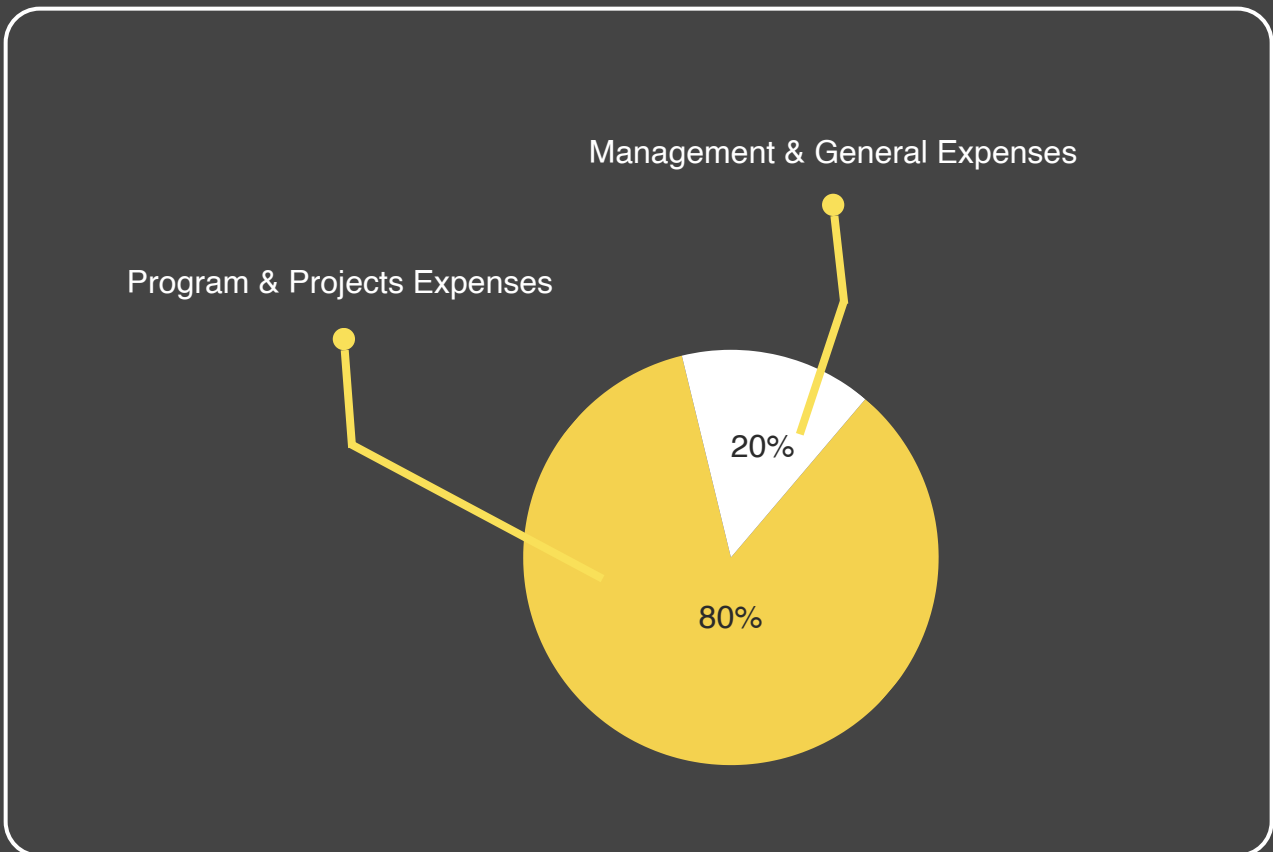
Over the entire period of 2022 projects, Dak has provided awareness raising session to 2375 (1875 women, and 500 men) community members of the target location of the projects that were implemented by Dak. Also, the beneficiaries who had received awareness raising session were from Duhok, Nineveh plains, and Sinjar. The awareness topics that had been given to the community members were determined according to their needs in term of the awareness services, because Dak effectively shed lights on the accountability of the participants in each phase of the project cycle, and the relevance of the intervention with the target community members. Further, awareness topics that were provided to the participates included family planning, early marriage, importance of women livelihood, women role in decision making, domestic violence, resolution1325 on women peace and security. Besides, the legal awareness raising sessions including compensation, identity renewal, legal division, marriage contract, alimony, survivors' law, women rights in Iraqi laws, social cohesion, coexistence, culture education, and role of minority women in participating the decision making.



FINANCIAL SUMMARY

In 2022, Dak Organization projects were funded by foundations and donors, either directly or through partnerships.

The total expenses for 2022 were 215.212.00 USD, and it has been spent as follows:



ACCOUNTABILITY

Dak is dedicated to responsible, just, and sustainable development that benefits the world's most marginalized and at-risk populations, particularly women and girls. Promoting inclusive governance and mechanisms for citizens to engage with and question governments and institutions to improve their performance is a key component of our work. As a sizable worldwide organization, we understand that we must also be held accountable. Dak describes accountability as outlining how we are keeping our promises, being held accountable for them, and hearing from others about their viewpoints. Then, we actively adjust, and improve based on what we've discovered and heard. We have promised to carry out a challenging set of impact objectives, work with others to achieve them, and manage the resources entrusted to us wisely.

We are dedicated to acting as an open, transparent organization that is designed to promote involvement in defining our work and receiving input on how we are doing throughout. We use a Dak wide Accountability Framework to regularly collect, analyses and discuss a mix of data, information, and evidence to assess these commitments and answer the following questions:

- To what extent are we making progress against our impact goals and shared priorities?
- What gaps do we need to address, where do we need to accelerate
- How vibrant is our network overall, and each Dak office within it? Where are the areas for improvement and organizational development?
- How well are we collaborating with key stakeholders and engaging key constituents? How do they regard us?
- To what extent are we modeling the principles of transparency, feedback, and participation in our internal ways of working and externally?

Dak integrates our core accountability principles throughout and monitors how well we are enacting them:

- **Transparency:** The opportunity to see and understand and explain our actions.
- **Feedback:** The opportunity to share input, concerns, suggestions for improvement and to get a response. Hearing the perspectives of others.
- **Participation:** The opportunity to be actively involved and help shape strategy and decision-making. Actively making changes based on what we have heard.

LOOKING AHEAD

Dak will consistently work for empowering and supporting vulnerable women and children who are affected by conflicts, and minority or indigenize women, who can be leader, as well as decision maker. So, she will have a chance to create, purchase, or inherit her own business using her skills and qualifications. Hence, Dak will focus on the different sectors such as (Protection, livelihood, capacity building, legal, peace building as well as awareness raising and advocacy). We are committed to expanding our initiatives to promote women's empowerment. Our goals include supporting and scaling up small projects initiated and led by women. Additionally, we aim to create more opportunities for women to realize their aspirations and ensure that their voices to be heard more and have influence within the community.

Yazidi women need to be supported more in terms of legal rights, protection, compensation, CRSV, GBV, decision making, economical support through vocational trainings, gender equality, diversity, ecological sustainability. Also, business, resolution 1325 of women peace and security, health support, livelihood, and job opportunities. Because the services that they received were not adequate, and their voice to be heard more in the community especially those who live in Sinjar and Nineveh plain. Dak will shed light and focus on the projects that consist of different aspects including protection, education, livelihood, legal, peace building, MHPSS, social cohesion, and awareness raising sessions.



LOOKING AHEAD

Five top goals that Dak is working on to be achieved in the future

- Support CRSV and GBV survivors to reach their legal rights by the end of 2026 by implementing protection, compensation, and livelihood programs.
- Empowering women to take part in decision making inside the family and community through building their capacities in vocational, livelihood, and economic by 2026.
- Enhancing the role of women in environmental protection by 2026 through raising their awareness and improving their capacities in building ecological sustainability, business, agriculture, and gender equality to break the discrimination of practices.
- Strengthening and activating the role of women in the peace process by 2026 by implementing programs on the WPS agenda and NAP 2 in Iraq and KRI.
- Activate the implementation of gender equality by 2026 through equal access to the educational system, health system, livelihood, job opportunities, and national and political system.
- Activating the role of women in reducing corruption in both private and public sectors by 2026 through implementing awareness raising and advocacy projects on the anti-corruption laws, and legislations.



OUR PARTNERS AND DONORS





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