



# ANNUAL REPORT 2023



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## ACRONYMS

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

# LETTER FROM THE PRESIDENT

Dear Friends and Supporters,

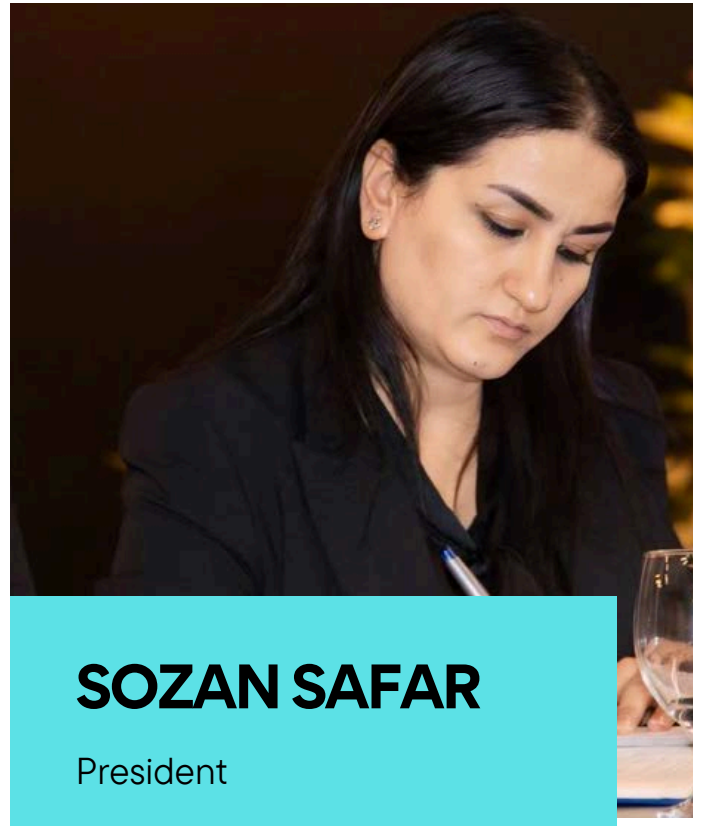
As we review the achievements of 2023, we are proud to share the significant strides made by Dak Organization in empowering and protecting women in our community. Our journey this year has been marked by resilience and dedication, resulting in significant impact and positive change.

Dak Organization continues to be a source of hope and strength for women affected by conflict and violence, particularly Yazidi survivors of sexual violence. Our active participation in national collective action networks and working groups, as well as SHEA trainings, has strengthened our commitment to combating sexual exploitation, abuse, and cyber violence. We have ensured that survivors of

gender-based violence receive the necessary support by implementing comprehensive awareness programs and case management, with a "do no harm" approach and a survivor-centered approach.

Our awareness programs have elevated the understanding of gender-based violence and the support services available, empowering women with the knowledge and resources to advocate for their rights. We have fostered a culture of peace and inclusivity in the community by highlighting the critical role of women in decision-making and peacebuilding initiatives such as the "Peace Bus" journeys. This year, our collaborations with organizations like UN Women, CARE, and others have been critical in expanding our reach. We have worked together to implement over eight projects that have transformed the lives of many women and girls in Iraq, advocating for their rights and providing critical support.

Our advocacy efforts have helped to implement the Yazidi Survivors Law and secure the compensations outlined in the law, which is a significant step toward legal recognition and support for ISIS survivors. We remain committed to working for a just society that values justice and gender equality, respects women's rights, and realizes their full potential.



**SOZAN SAFAR**

President

Our vision of developing a peaceful and stable community dedicated to protecting the rights and human dignity of women remains at the core of our mission. As we move forward, we will remain committed to our core values of response, empowerment, equality, advocacy, support, and education. Together, we will continue to work toward a future in which every woman is empowered, valued, and free of violence.

Thank you for your ongoing support and commitment to our cause. We look forward to another year of impactful work and shared successes.



Sozan Safar  
President





# WHO WE ARE

We are a group of Ezidi Women who support and develop women.

## MISSION

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.

## VISION

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

“

*After completing the AVP training, I experienced a noticeable increase in my mental comfort. The structured activities enabled me to deepen my self- awareness, express my emotions more clearly, and gain insight into my true desires and inner self.*

AVP participant



# GEOGRAFICAL FOCUSE AREA

During 2023, Dak organization for Ezidi women development, had working in Duhok governorate and Nineveh including locations around them, particularly in Sinjar.

Duhok Governorate  
(Sharya, Khanke, Duhok City).

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



# OUR STRATEGIC GOALS

Dak has five strategic goals that is working on them continuously to achieve them in the future which are as the follows:

- Support CRSV (conflict related sexual violence) and GBV (gender-based violence) 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 (women, peace, security) agenda and NAP 2 (national action plan) 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 BELIEFS

- **Development:** Dak organization's focus on empowering and advancing the social, economic, and personal growth of Ezidi women.
- **Deserve:** Dak organization's commitment to ensuring that the Ezidi women it serves receive the support, resources, and opportunities they rightfully deserve as human beings, regardless of the challenges they have faced.
- **Deliver:** Dak organization's dedication to providing effective, impactful, and tangible solutions and services to address the needs of the Ezidi women in their care.
- **Dedication:** Unwavering commitment and passion for their mission of supporting and uplifting the Ezidi women they serve.

رِيكْخِراوا دَاك

بُوْگَهْشَه پِيْدانا زَنا نِيْزِدي

DAK ORGANIZATION FOR EZIDI  
WOMEN DEVELOPMENT

مَنْظَمَة دَاك

لِتَنْمِيَة الْمَرْأَة الْايزِديَة



# PEACE AND SECURITY AT GLANCE IN 2023

In 2023, Dak Organization for Ezidi women development reached a total of 665 beneficiaries in Duhok and Ninawa governorates, comprising 515 females and 150 males from host communities and internally displaced persons (IDPs). The intervention was designed to empower minority women by enhancing their participation in the National Action Plan (NAP) for women, peace, and security through a comprehensive set of activities.

Key activities included a two-day training session in Duhok specifically for the 8 Peacemakers Network, focusing on advocacy and campaign management skills. Across Duhok and Ninawa, Dak facilitated 22 sessions on communication skills, advocacy strategies, and the importance of United Nations Security Council Resolution 1325, which underscores the role of women in decision-making processes during conflict and peacebuilding. Practical skills training was a cornerstone of the intervention. Dak Organization provided a driving course tailored for women and girls in Bashliqa, addressing both transportation needs and economic empowerment opportunities. In Sharya, a month-long bicycle education course was conducted, targeting both IDPs and host community girls, promoting mobility and independence.

Furthermore, Dak offered computer literacy courses over a three-month period at the Dak Center in Sharya. These courses encompassed basic and advanced computer skills, empowering women and girls with essential technological competencies crucial for modern employment and communication. Physical fitness and recreational initiatives were also integrated into the program. Women and girls from Sharya and Bashliqa benefited from gym facilities over a two-month period, promoting health and well-being. Additionally, hiking excursions in the Sharya Mountains provided participants with opportunities for outdoor recreation and community bonding.

Throughout the intervention, Dak Organization facilitated dialogue sessions with community leaders to highlight the critical role of women in family and community decision-making processes. This community-centered approach ensured that the intervention was aligned with local priorities and effectively addressed the specific needs of the target communities. The final assessment of the project indicated high satisfaction among beneficiaries, particularly women, regarding the services provided. Dak Organization's commitment to accountability was evident through transparent beneficiary selection processes and community involvement, ensuring the intervention's effectiveness and sustainability in promoting women's empowerment and leadership in peace and security initiatives.

# WHAT WE HAVE DELIVERED

During 2023, Dak organization for Ezidi women development, had delivered, and provided a great service provision to the 515 females, and 150 males from Duhok and Nineveh governorate who were both host community and IPDs who are recently residing in the mentioned area of the intervention. Also, Dak successfully completed reaching the target number of the beneficiaries of the intervention which was to enhance and increase the role of minority women in women peace and security agenda especially those affected by the conflict. Further, the intervention which was provided by Dak was on the women participation in women peace in security agenda.

The intervention was composed of several activities to reach the goal of the intervention including strategic goal of Dak which was Enhancing, activating and strengthening the role of minority women in implementing the NAP plan and agenda of women, peace, and security in the two governorates, Duhok and Ninawa, such as training provided and delivered to female-peace makers on the managing advocacy and campaign, 22 sessions on communication skills, Advocacy, resolution 1325 and importance of women role in decision-making in Duhok & Nineveh, integrating minority women and girls in the driving, and biking training as the participation pillar of the agenda, advanced and basic technological training for girls from the target location of the intervention, including integrating female and male in the hiking to one of the safest mountain in the target location of the intervention in addition to involving women and girls to gym. Dak organization for Ezidi women development followed the accountability system which put the beneficiaries and community at the center of the intervention. Hence, Dak provided such intervention to the community of the target location of the intervention according to the needed assessment and community participation. Besides, the beneficiaries of the intervention had been selected and identified according to a set of criteria that had been mentioned in the intervention contract, including assessing the beneficiaries through publishing google form and outreach communities.



# WHAT WE HAVE CHANGED

In 2023, Dak organization's intervention for Ezidi women development reached 665 beneficiaries (515 female, 150 male) in the target location. The intervention focused on peace and security, and positively impacted the beneficiaries' knowledge, participation, well-being, and vocational training. The majority of female beneficiaries developed initiatives for women and girls through library and awareness sessions related to the women, peace, and security agenda, including advocacy and communication. The intervention aimed to empower minority women to participate in decision-making processes. Training sessions built the capacities of female peacemakers and encouraged their active involvement in areas like communication, advocacy, and decision-making. Integration of women and girls in vocational training, such as driving, biking, and hiking, promoted their participation and leadership, contributing to their social and economic empowerment. Technological training also helped bridge the digital divide and equipped them with essential skills.

The intervention followed a community-centered approach, addressing the specific needs of the target communities and enhancing their ownership and participation, strengthening community engagement and accountability.

Overall, Dak organization's comprehensive intervention has the potential to significantly empower minority women and girls, strengthen their role in the women, peace, and security agenda, and promote their active participation and leadership in their communities.



*I've gained valuable knowledge and strategies to foster peaceful interactions and build trust in various relationships.*

Life skills training participant





# PEACE BUILDING AT GLANCE 2023

In 2023, Dak Organization for Ezidi women development embarked on a comprehensive peacebuilding and social cohesion projects in Duhok and Nineveh governorates, impacting a total of 1123 beneficiaries, consisting of 895 females and 228 males from diverse backgrounds including host communities and internally displaced persons (IDPs). The projects strategically aimed to promote non-violent coexistence and community resilience through a series of tailored interventions, which were conducted through different activities central to these efforts was the Salam bus initiative, which served as a mobile platform for fostering tolerance, social cohesion, and dialogue among youth, women, IDPs, and host community members. Concurrently, life skills training sessions were conducted, focusing on empowering women and youth with essential skills in non-violent communication, conflict management, and practical empowerment activities.

The Alternative to Violence Project (AVP) provided avenues for reconciliation and peaceful conflict resolution, reinforcing community bonds and resilience. Technological skills training complemented these efforts, equipping beneficiaries, particularly youth, with digital literacy and tools for peace education and personal development. Moreover, capacity building workshops on peacebuilding, conflict resolution, mediation, negotiation, and community-building measures were integral to enhancing local capacities and fostering sustainable peace practices.

Dak Organization's commitment to ethical practices, including the implementation of the do-no-harm approach, survivor-centered approach, human rights-based approach, and SHEA policies, ensured the program's integrity and safeguarded the rights of all participants. Beneficiaries reported high satisfaction with the program's relevance and impact, highlighting tangible improvements in community cohesion and readiness to actively participate in peacebuilding initiatives, thereby contributing to long-term stability and harmony in northern Iraq.



# WHAT WE HAVE DELIVERED

In 2023, Dak organization for Ezidi women development had delivered services on the peace-building and social cohesion to community members of the target location of the intervention especially women, girls and youths from Duhok and Nineveh governorate. Also, 1123 ( 895 Females, and 228 males),beneficiaries received peace building and social cohesion services which was focusing on meaningfully to non-violent coexistence of the population groups in northern Iraq. The project plans to systematically create safe spaces and platforms for encounter, exchange, learning and dialogue, primarily for youth and women, in order to make the best possible use of peace potentials in the communities to promote non-violent conflict transformation and community building measures. Also, the services that were under the mentioned sector were capacity building training on peace building and conflict resolution including meditation, and negotiation, life skills training on peace building, technological training on peace building, alternative to violence project, including peace building trips by Salam bus to the area of the intervention.

Also, the specific topics which had been provided through the mentioned strategies were tolerance, non-violence, effective communication, blackmailing, peace, peace building, co-existence, trust building, climate change including integrating peace building into technology. Furthermore, peace building and social cohesion intervention had been provided and implemented in the target location of the project particularly among Yazidi people because they needed the mentioned services including IDPs who were residing in the target location of the project, in addition the intervention was need according to the direct observation and the request of the community particularly women and youths of the community.

The community of the target location of the intervention had been informed of the service provision in the area through posters, field visits, community outreach, social media posters, and community actors including coordination with the relevant governmental entities. In addition to that, Dak organization for Ezidi women development integrated and followed some key and most-have policies to integrate into the interventions that they implement such as do-not-harm approach, survivor-centered approach, human rights-based approach, accountability , and SHEA in the intervention.



# WHAT WE HAVE CHANGED

In 2023, Dak had reached 1123 ( 895 females and 228 males) beneficiaries from above-mentioned target location of the intervention particularly women and youth including host community and IDPs who were residing in the target of the intervention. As it has been indicated that the intervention of the peace building and social cohesion through the strategic intervention of Salam bus, life skills, peace building topics, mediation and conflict resolution. The intervention aimed to create safe spaces and platforms for encounter, exchange, learning, and dialogue, focusing on youth and women, which can help foster understanding, reduce tensions, and promote non-violent conflict transformation within the communities. The provision of training on peacebuilding, conflict resolution, life skills, and technological aspects related to peacebuilding can empower the beneficiaries with knowledge and tools to effectively navigate and address conflicts in their communities. The intervention covered topics such as tolerance, non- violence, effective communication, and peacebuilding, which can help raise awareness and deepen the understanding of these critical concepts among the target population. The alternative to violence project and the peace-building trips by the Salam bus can provide beneficiaries with alternative approaches to addressing conflicts, fostering resilience and coping mechanisms within the communities.

The intervention was designed to specifically target Yazidi people and internally displaced persons (IDPs) residing in the target locations, ensuring that these vulnerable groups had access to much-needed peace-building and social cohesion services. The integration of key principles, such as do- no-harm, survivor-centered, human rights-based, and accountability approaches, as well as the incorporation of SHEA (Sexual Harassment, Exploitation, and Abuse) policies, suggests that the intervention was designed and implemented with a strong focus on safeguarding the rights and well-being of the beneficiaries. Also, the beneficiaries of the intervention indicated their satisfaction and improvement through change stories, activity-based assessment, and observation including their readiness', and willingness of their participation in the intervention.



*Participating in group discussions and meeting new people has enhanced my extroversion, making it easier for me to interact with unfamiliar individuals.*

Peacebuilding training participant



# PROTECTION AND JUSTICES AT GLANCE 2023

In 2023, Dak Organization for Ezidi women development undertook two pivotal projects focusing on protection and justice in Duhok and Nineveh governorates, particularly in Sinjar and its adjacent villages. One of these projects, running from August 1, 2022, to July 31, 2023, was highlighted in Dak's annual report for 2023 alongside another initiative aimed at bolstering the resilience of conflict-affected displaced and returnee ethnic and religious minority women and children. The overarching goal was to enhance the protection environment for women and girls exposed or affected by sexual violence in the region, with a specific emphasis on providing comprehensive support and fostering community resilience.

Throughout these interventions, Dak diligently served a total of 1358 community members, including 580 women, 138 men, 346 girls, and 294 boys. The focus area of Sinjar saw the implementation of critical protection measures such as case management, psychosocial support (PSS), and child-friendly spaces (CFS), all aimed at meeting the specific needs of vulnerable groups. Case management involved individualized support plans tailored to each beneficiary's circumstances, ensuring they received appropriate legal, health, or psychological assistance as required. Psychosocial support sessions were crucial in helping survivors of sexual violence and other trauma to heal and regain their well-being.

Legal aid was a cornerstone of Dak's efforts, providing essential services like court representation, legal consultations, and assistance with documentation such as identification, divorce, and marriage certificates. This legal support was particularly targeted at women and children, facilitating their access to justice and empowering them to navigate legal processes effectively. Dak also conducted capacity building workshops for social workers, case managers, and psychologists on survivor-centered approaches and effective case management, equipping them with the skills needed to provide compassionate and professional support.

In parallel, Dak organized child-friendly spaces (CFS) to create safe environments where children could engage in structured activities, receive life skills training, and benefit from psychosocial support tailored to their age and needs. These spaces were instrumental in promoting healing and resilience among children affected by conflict and displacement. The projects also involved training sessions for lawyers working with civil society organizations (CSOs), enhancing their understanding of survivor-centered legal approaches and improving their capacity to handle cases sensitively and effectively. Feedback from beneficiaries indicated a high level of satisfaction with Dak's interventions, highlighting the tangible impact on their lives and communities. By focusing on protection and justice, Dak not only addressed immediate needs but also contributed to long-term stability and resilience-building in conflict-affected regions, emphasizing empowerment, recovery, and sustainable development for women, children, and communities at large.

# WHAT WE HAVE DELIVERED

Throughout its projects, Dak has delivered legal and psychological protection including capacity building training related to protection to CSOs actors who directly working with survivors and the most vulnerable women especially those affected psychologically by conflict and displacement which have had a lasting impact on the direct beneficiaries as well as their communities.

Dak's approach targeted the individual level, providing protection support and leadership development to ensure meaningful impact on gender roles and relations through the project. Additionally, Dak worked to strengthen the resilience of conflict-affected displaced and returnee ethnic and religious minority populations and increase access to integrated protection case management services for ethnic and religious minority women and children in Sinjar.

The protection case management supported those at heightened risk facing challenging social realities due to rights violations, and provided critical support for their recovery, healing, and overall well-being. Case management was provided to women who had experienced trauma, assessing their situation and connecting them with appropriate support such as legal, health, or psychological assistance, based on each case's needs. The cases were first identified through a vulnerability assessment by a caseworker, and if the required services could not be provided by the project, the case was referred to a relevant specialist. Dak provided capacity building training related to protection to a group of social workers, case managers, and psychologists, focusing on case management, survivor-centric approach, and psychological and social support. Dak also provided psychosocial support (PSS) services, including life skills training, to women who were victims of sexual violence from Nineveh and Duhok governorates. Throughout the implementation and provision of services, Dak fully followed a survivor-centred approach. Recognizing the importance of legal support, Dak trained a group of lawyers working with civil society organizations (CSOs) on the survivor-centred approach, to increase their capacity and knowledge in providing robust and effective legal support to survivors.

Dak also provided legal services, including court representation, assistance with documents such as identification, divorce ratification, and marriage certificates, as well as legal consultation and advice. This activity was conducted by the project lawyer for individual cases as well as groups and helped meet the needs of community members while encouraging men's engagement and support for project activities. Additionally, Dak provided child protection support to children, ensuring their safety and well-being while receiving case management, PSS, and legal support. The project staff worked closely with the children's family members and provided awareness on how to support and care for the children. Children also had access to Child-Friendly Spaces (CFS) established by Dak in Sinjar district, where they received life skills training from the specialized CFS staff.



# CAMPAIGNS, AND ADVOCACY IN 2023

In 2023, Dak partnered with the Women's Empowerment Organization (WEO) to launch the "Digital for All" campaign for International Women's Day. This initiative aimed to empower Ezidi women through entrepreneurship and educate them about digital safety, particularly digital violence. The campaign engaged 100 community members and included speeches on women's business development and a business exhibition featuring 10 independent women entrepreneurs.

During the 16 Days of Activism, Dak collaborated with the High Council for Women and Development to combat early marriage in Duhok Governorate. This comprehensive campaign covered legal, psychological, social, economic, and health aspects, reaching 510 students across seven schools and three universities.

Dak also organized a conference on women's anti-violence, supported by UNDP and in collaboration with the Olive Branch Organization. This event brought together activists from diverse regions like the Nineveh Plains, Sinjar, and refugee camps to address gender-based violence issues.

Additionally, Dak has been a key advocate for the Yazidi Survivor Law, seeking legal protections and support for survivors of atrocities against the Yazidi community.

They have also been active in promoting environmental awareness and sustainable practices to mitigate climate change impacts.

Through these initiatives, Dak demonstrates a commitment to empowering marginalized communities, promoting gender equality, advocating for human rights, and addressing pressing social and environmental challenges.



# STAFF CAPACITY BUILDING

Our organization actively engages in a wide range of training sessions designed to enhance the professional skills and knowledge base of Dak's workforce. These trainings cover various topics, including effective communication, leadership development, Gender-Based Violence (GBV), Sexual Harassment and Exploitation (SHEA), Mental Health and Psychosocial Support (MHPSS), and Case management. Additionally, they focus on improving administrative functions such as Monitoring and Evaluation, Human Resources Management, Proposal Writing, Finance, and the development of plans and policies.

The knowledge and skills acquired from these training sessions are subsequently disseminated among the remaining staff

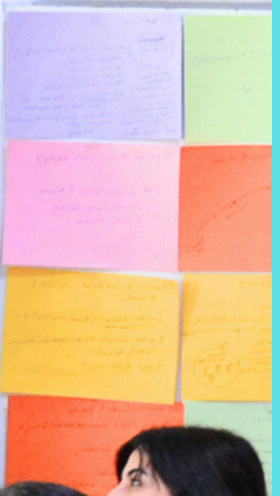
members. By participating in these trainings, our organization ensures the implementation of best practices, fostering a culture of continuous learning and innovation. This commitment to training not only bolsters individual competencies but also strengthens our collective capacity to deliver high-quality services.

Moreover, intensive capacity building has been provided to Dak by USAID, specifically targeting the departments of Human Resources, Proposal Writing, Finance, and Monitoring and Evaluation. This support includes the establishment of systems and the development of necessary policies and standard operating procedures for each mentioned department.





أحدرة  
بناء الثقة وبناء السلام  
Feed Back  
\* ما هي الثقة / تجمع  
Trust Walk \*  
\* معاير الثقة  
- عروض نغدن الثقة  
Break  
خبرة وصناعة  
\* بناء السلام  
\* تجمع دور التساهل في بناء السلام





# ACCOUNTABILITY AND POLICIES

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 modelling 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.

The policies that Dak integrate into the management of organization and projects as well are as follows:

Dak Organization is steadfast in its commitment to fostering the development and empowerment of Ezi women, underpinned by a comprehensive suite of policies and systems grounded in the do-no-harm approach, protection, and survivor-centred, human rights-based principles. These include an array of Human Resources (HR) protocols such as the HR Policy, HR SOP, Employment Contract, Employee Orientation Policy, and New Employee Orientation Policy, as well as crucial operational guidelines like the Logistic SOP, Finance SOP, and MEAL SOP. The organization upholds robust ethical and protective measures through policies like the Code of Conduct, Safeguarding Policy, Sexual Harassment, exploitation and abuse (SHEA), and the Child Protection Commitment, ensuring that all actions prioritize the safety and dignity of beneficiaries. Transparency and accountability are maintained via the Dak Fraud Policy, Whistle-blowing Policy, and Conflict of Interest Statement, aligning with the human rights-based approach that underscores the inherent rights and dignity of all individuals.

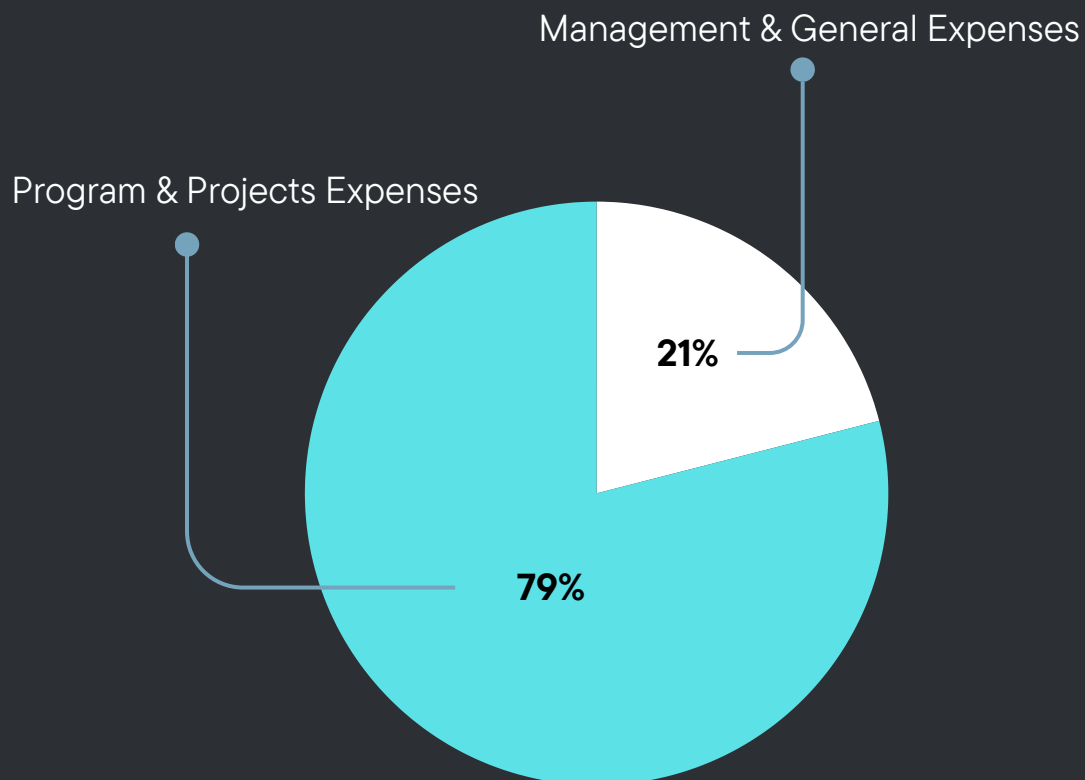
In 2023, many of these policies were meticulously updated to incorporate the most beneficial elements, enhancing their effectiveness in supporting Ezi women. The adoption of new guidelines such as the Gender Approach Perspective Policy and the Pledge to Eliminate Human Trafficking and Slavery from Programs and Activities further underscores the organization's dedication to integrity, independence, and impartiality, reinforcing its commitment to a holistic framework that respects and protects the rights and well-being of all individuals involved.



# FINANCIAL SUMMARY

In 2023, Dak Organization projects were funded by foundations and donors, either directly or through partnerships.

The total expenses for 2023 were 416,244.10 USD, and it has been spent as follows:





# LOOKING AHEAD

Dak will consistently strive to empower and support vulnerable women and children affected by conflicts, as well as minority and indigenous women, who can become leaders and decision-makers. This will enable them to create, acquire, or inherit their own businesses using their skills and qualifications. Consequently, Dak will focus on various sectors such as protection, livelihood, capacity building, legal assistance, peacebuilding, and advocacy. We are dedicated to expanding our initiatives to promote women's empowerment. Our objectives 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 are heard and have influence within the community.

Yazidi women need more support in terms of legal rights, protection, compensation, addressing conflict-related sexual violence (CRSV) and gender-based violence (GBV), decision-making, economic support through vocational training, gender equality, diversity, and ecological sustainability. Furthermore, they require support in business, the implementation of UN Resolution 1325 on women, peace, and security, health care, livelihood, and job opportunities. The services they have received have been inadequate, and their voices need to be amplified within the community, especially those living in Sinjar and the Nineveh Plains. Dak will focus on projects encompassing various aspects, including protection, education, livelihood, legal aid, peacebuilding, mental health and psychosocial support (MHPSS), social cohesion, and awareness-raising sessions.

Additionally, Dak is committed to ensuring the full implementation of all articles mentioned in the Yazidi Survivor Law without exception, supported by legal documents and necessary resources with easy access. Furthermore, Dak is dedicated to the implementation of transitional justice, particularly taking actions against those who perpetrated violence against Yazidi women, girls, and children.



# OUR PARTNERS AND DONORS



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Women's Peace & Humanitarian Fund  
UN WOMEN  
مشروع زيادة المشاركة  
الهادفة وضع القرار للنساء  
في عمليات منع النزاع  
والاستجابة لها في سنجار.  
يتم تنفيذ هذا المشروع من قبل منظمة داك لتنمية  
المرأة الايزدية وبالشراكة مع هيئة الامم المتحدة  
للمرأة وتمويل من صندوق المرأة للسلام والعمل  
الانساني.

Meaningful  
and decision-making  
in Sinjar district in  
reconstruction processes



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