ICWRE

Iraqi Center For Women
Rehabilitation & Employment
Our Manual 2004 - 2025





Letter from the head of ICWRE

Dear friends:

When nature starts, it was a little baby girl, then it grows and became a young girl, and then a beautiful woman that passes as a wonderful angel. It was the birth of Iraq.

The Iraqi center for women rehabilitation and employment is non-governmental and non-political organization certified with the number 1z14580.

We try to deal with all cases that related to the women from all the positions such as housewives, students, employers, and business women.

We work with and for women in order to get their rights.

We were with her in order to make her know the meaning of elections to make her practice, and her right in these elections, and in the constitution.

We worked very hard in order to achieve different requests that confirming the women's rights, even we delivered them to the decisions makers depending on our survey unit results to say this is the sound of public.
We worked so hard in order to raise her cultural level and we stood against all the types of violence, by very specialized workshops on GBV, women leadership capacity building, and literacy in villages.
We fought through many projects with other sisters and contribute for Quota of women which at last fixed to be not less than 25% in parliament.
We tried to liberate her economically through seven campaigns, and we achieved more than (1000) activities, more than (20) campaigns, and (14) national conferences, and that was through the last 15 years.
Nationwide, workshops in Iraqi ministries for women employers, TV spots, radio programs, workshops in universities for young ladies, business women economic development, and housewives in cities and rural areas, all these are parts of our priority.
During violence period 2005, 2007, ICWRE existed in the hottest places in Baghdad (Al-Karkh and Al-Rusafah), Al-Fallujah, and Al-Mosul, to help refugees with first aids and reliefs, and now we are working for them to get back to their houses.
We believe that by arts and artists we can do so much, like festivals, and art exhibitions, to market our young women's products.
Please visit the gallery icon in our website www.icwre.org

Jenan Mubarak
Chairwoman of ICWRE

Our Mission

Empower women economicaly and culturally by increasing their knowledge horizons in a way that can serve their cases, guarantees, and their rights.
Developing their abilities to enable them to build a democratic society that equals between the chances for both genders, and empty from any kind of violence.
One of our priorities now as Iraqi women issue is to advocate and protect rights of (widows, divorced, and non-marriage women).
Role of women in build, and protect, peace process 1325 resolution.
Young ladies capacity building as leadership (second generation of leadership), and IDPs women recently according to need.
We believe that women right protection couldn't be only by the law, (including business women, widows, divorced, governmental employers, and private sector employers).
But we should have different strategies and work plans according to needs, especially that Iraq is always in very critical situations, like ISIS and anything else that we may face as women.
Indeed we need new kind of legislation, awareness, economic empowerment at the liberated areas, which means that we didn't forget the other women.
Our message will go on.

Our Vision

Our vision is to create democratic society that respects the women's rights and equals between the chances of genders.
The relationship between man and women should build in the basic of the actual participating between them far from the generic differentiating and all kinds of violence.
This will be done through scientific programs and procedures that are aware of the needs of Iraqi society.
The targeted slices are (housewives, employers, students, business women, rural women, widows, divorced, and IDPs women) either in compounds or liberated areas, especially in economic sector.
The cultural and intellective rehabilitation which divide into:

A- Empowering women to share in the power bodyworks and make the decisions.
B- Rehabilitation women in the social field including lobbying process to fix the important laws for women [EX: we execute tow campaigns, one to fix quota in constitution, and personal status law which all still working, amendment article (41)]
C- Empowering women and aware them about educational field.
D- Health sector.
E- Environmental sector.
F- Rehabilitation of information economic sector.
G- Employment in private and general sector.
H- Small projects.
I- Handy craft (check the gallery icon in our website www.icwre.org).
J- Women in business.
K- IDPs women.

Awareness for women who lost their husbands because of ISIS about their rights in law, and how we have to advocate reducing her waiting less than four years, IDPs Hay Al-Maalif neighbours of Baghdad.

Our Team

We have specialist and well trained team who can serve the center in everything and meets all needs.
Our cadre is pationate in developing the field that they are working in, and they are always collaborating with each others for that.
We are ready to give all the efforts that needed to achieve perfect job.

Our team of work devided to three levels:
1- cadre with full-time.
2- cadre with partial-time.
3- contractors like trainers according to need.
4- consultants.
5- volunteers.

donors & locations of project

1- Baghdad.

- First conference to empower women about election at 2004 funded by (IRI) more than (50) workshops in ministries to aware employer women about important of her voice at 2004.
- Small projects economic empowerment for widows and divorced by (CIPE) center international private enterprise at 2005.
- Women and reconciliation program 2008 – 2006 in Baghdad and other governorates (USIP) unify to stop bleeding conference +15 workshops in ministries to stop Shia and Sunni violence between ethics.

Please check our website for all achievements.

- UNOPS (Election Project):
  legal clinic (2013 - 2015) for IDPs funded by DRL.
- Zain company: digital marketing
- GIZ at Baghdad, Basrah, and Al-Mousul.

2- Our branch in Kirkuk.

Two projects funded by Mercy Corp:

- Program for two years by (UNOPS).
- Project funded by (UNIFEEM), capacity building for (26) NGOs.

3- Our branch in Dyala.

Al-Muqdadiya Hay Al-Askary.
Name of project strengthen reconciliation in Dyala
Projects for one year and half funded by (UNOPS).
Leaderships meetings.
Workshops in secondary schools.
PRA participation rapid assessment.
Announcing result of PRA and final conference.

4- Our work in Salah Al-Deen.

Samara – Al-Gatool area.

With cooperation the Samara council we establish the peace council of youth.

Economic empowerment for them, and activities to spread peacebuilding and stop violent extremism.

5- Al-Mosul.

Two projects:

- **Aware Sunni persons share and vote on constitution, at Nabi Younis Azahraa where one of our cadre was kidnap, and it is funded by (IRI).**
- **Awareness about early detection about cancer in Rabeeaa and**

Cancer early detection: Al-Mousul, Al-Anbar, Thi Qar, Al-Basrah, and Erbil.

Hay Al-Rifaee early detection for cancer funded by ministry of women affair, even at Karblaa and Babylon.

7- Al-Anbar.

Al-Fallujah, and Haditha to aware Sunni persons share and vote on constitution funded by (IRI).

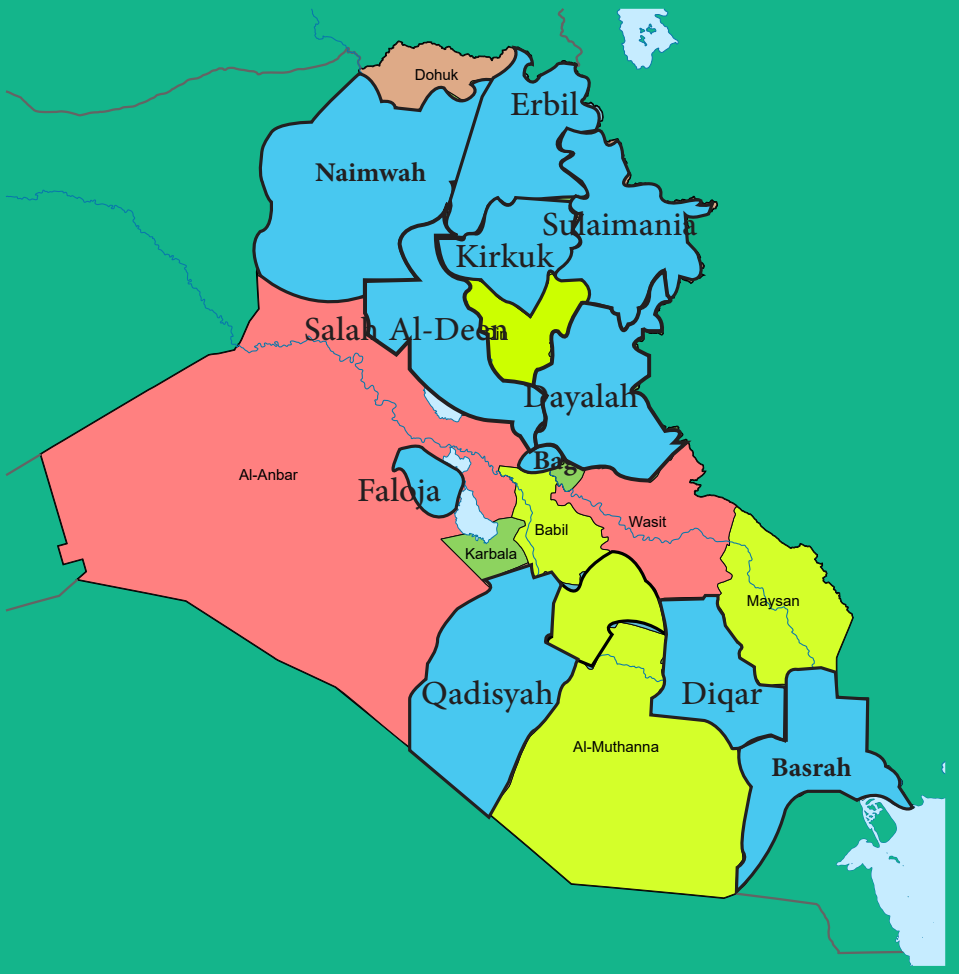
8- Al-Basra.

Iraquna is more important campaign where we have our mobile theater Monodrama (attention the lesson begin) funded by (USIP).

9- Erbil.

Iraquna is more important campaign where we have our mobile theater Monodrama (attention the lesson begin) funded by (USIP).

Note: the governerate with light blue color is where we work



Organization Administrative structure

The administrative structure of administration board consist of five person who have the characteristics of leadership as well as decision making capacity. This qualifies them to develop the center's long and short term-strategies.They also have contact with the executive director in order to be aware of the performances as well as the limitations and how to overcome them.

The administrative board convenes once a month and sometimes less, according to the requirements of work. The executive director responsible about small project department, loans (recent program), and employers.

Training department: (3 contractors + 1 partial time).

Accountants department: (1 employer partial time).

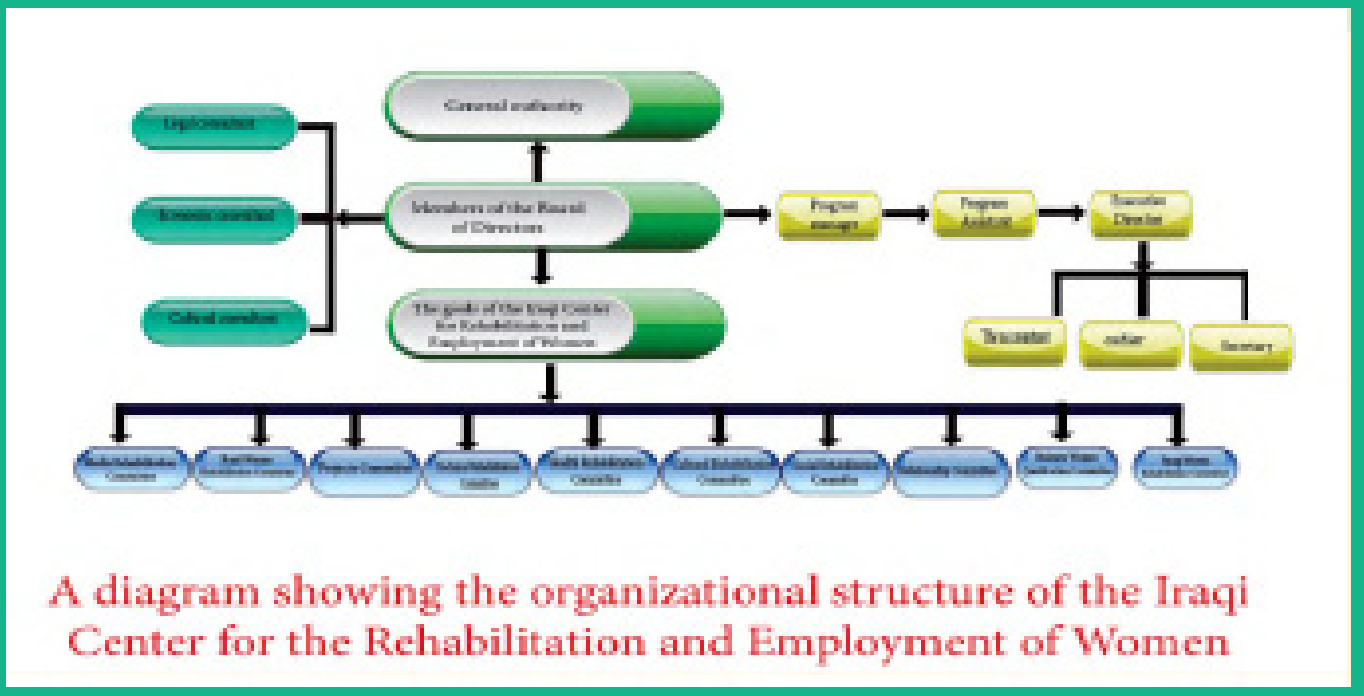
Accounting manager.

Archive department: (1 employer).

Relationship manager.

Coordinators in different governorate.

(200) Volunteers: working in committees down in diagram to contribute in achieving ICWRE objectives.



A diagram showing the organizational structure of the Iraqi Center for the Rehabilitation and Employment of Women

Our links on social media

www.icwre.org
https://www.facebook.com/%D8%A7%D8%B9%D9%85%D8%A7%D9%84-%D9%8A%D8%AF%D9%88%D9%8A%D9%87-%D8%B9%D8%B1%D8%A7%D9%82%D9%8A%D9%87-Iraqi-hand-crafts-1041626182371 23/
Cooperation center for training & empowerment CCTE link : https://

www.facebook.com/CCTEIQ

Iraqi_center_for_women

Links of our projects films
/ Please see films we product before by ICWRE:
http://www.youtube.com/watch?v=thqYgLPjgxA Film, title: My right
http://www.youtube.com/watch?v=m_zQ9OofVUU Film title :: The way
http://www.youtube.com/watch?v=B7VhmN6_AGs Film title My country http://www.youtube.com/watch?v=0PHjshWPtZI women future
https://youtu.be/MtwOvd6BQhQ free legal clinic for IDPs inside Iraqi centre

Scope of work and targeted groups

The targeted women slices are: housewives, employers, students, business women, rural women, widow, divorced, and IDPs. Women either in compounds or liberated areas empowerment, especially in economic sector, the cultural and intellective divided into:

A- Empowering women to share in the power and make the decisions.
B- Empower women in the social field including lobbying process to fix the important laws for women (EX: we execute two campaigns one to fix Quota in constitution, personal status law which is still work, amendment article 41).
C- Empowering women at the educational field.
D- Health sector.
E- Environment sector.
F- Empowerment in media sector.
G- Economic sector.
H- Employment in private sector.
I- Small projects.
J- Handcraft (check gallery icon in our website: www.icwre.org)
K- Women in business.
L- IDPs women.

ICWRE worked in (4) levels during the last (15) years:

A- Legislation through advocacy about women protects laws and fixes women rights in constitution.
B- Empowerment in cultural and economic sector.
C- Serve venerable women from IDPs.
D- Peace building and conflict resolution specially 1325 resolution.

Our achievement

According to all very bad situations in Iraq which cause huge problems, face what we call vulnerable and disadvantage groups of women.
We achieved more than (12) campaigns, including (400) activities (workshops, conferences, and all media kinds like radio programs or documentary films).
We helped down mentioned women either as relief process, empowerment, or awareness, through our legal clinic as we are members in legal clinic network (please check our website www.icwre.org).
we have made many Bazars in Baghdad and Basrah, and the Bazars were very successful, with many visitors who admired our work.
we have made a heritage revival project in Basrah that supported by the European Union and UNESCO, the Heritage Crafts Bazaar was opened, which was organized by the ICWRE in cooperation with the Palace of Culture and Arts.
we've made many heritage revival bazars in Basrah that supported by the European Union and UNESCO with Mr. Sabah Khoshnaw, who is a famous artist in Iraq.
In the women economic empowerment feild that supported by European Union and the implementation of the German Development Agency (GIZ), we have made many workshops.
We have made many flowers gallery for women who has flowers shops in our center, and the galleries were very significant and attractive.
made many meetings for women to give them psychological and legal advices.
made weekly gallery for supporting the small projects, and help women to demonstrate their own products in this gallery which is holding in our center.

opened gallery for traditional crafts and job skills in the private sector to Support marginalized groups of women and young graduates and provide job opportunities.
made many workshops to train women on small projects making, motivate them to find projects ideas, and help them to write their projects for presented them to the authorities who are intersted with supporting women in Iraq.
helped many ladies to start their projects and market their products to increase their profit from their projects.
achieved so much, and we still trying to make more achievements to help young ladies building their life wisely.
Women in Iraq need more serious work like what we are doing for making their independant and unique personalities and projects.
We believe that in future everything will be better for women in Iraq.

10- Relief activities for IDPs, divorced and widowed women:

We carried out many relief activities for IDPs, divorced and widowed women. Many pictures of these activities are included in this manual and on our website: www.icwre.org.

Health Care Project:

Including cancer early detection in the governorates mentioned on page 7, carried out yearly in October and November.

Trainings that presented in center

1- Capacity building for NGOs and individuals.
2- Management skills.
3- Economic empowerment.
4- Small projects management.
5- Leadership capacity building.
6- PMP (time management, human resources, and financial management).
7- All soft and hard computers programs.
8- English language for business.
9- Contracts, tenders, and financial system.

Note: We can make any trains for both of women and men whenever and whatever needed.

Our donors

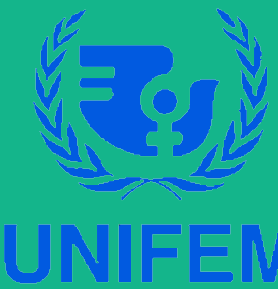

german
cooperation
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giz


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MercyCorps
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REPUBLICAN
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UNIFEM


Co-funded by
the European Union


UNOPS


United States
Institute of Peace


CIPE

Our pictures






















Jobs
build
a future










ALFARES
معا
لتمكين النساء في البصرة اقتصاديا
كل النجاح للمرأة البصراوية
في
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Together
to empower women
in AlBasrah
All success for women
In
2022




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Contact us

www.icwre.org

jenan@icwre.org

info@icwre.org

07826548806 WhatsApp

Baghdad \ Al-Saydiah \ commercial street \ Sama Bilady building \ 1st floor \ 4th apartment