



Scientific Research & Kurdistan Regional Government – Iraq, Ministry of Higher Education
University of Duhok, Directorate of Quality Assurance
"پیشمرگه سومبولی ناشتین و هه‌بوونا ژێانی یه "

Agenda

Applicant's name(s)

Dr Ir Carin Vijfhuizen (Belinked – The Netherlands), Dr Shaheen A. Abdulkareem

(University of Duhok), and Dr Ahmad Baheej Al-Khalil (University of Duhok)

International workshop:



National workshop



Title of Workshop:

Gender Equality, awareness, and dimension in Kurdistan and Iraq

Project Title: Tailor Made Training Gender Equality in the University of Duhok

Phase I: Assessment on the Needs of the UoD GE Policies through FGD - a 4-day Workshop

Phase II: Gender Equality Plan for the University of Duhok & Gender Equality Centre

SWOT; Gender indicators; Job description; locations in the organogram- a 2-day Workshop

Phase III: Drafting UoD -Gender Equality policy and plan implementation - a 2-day Workshop

Phase IV: The UoD GE Action Plan for Post-approving Policies by the UoD Presidency - a 3-day Workshop

Place of the event including the college and the department:

University of Duhok – University presidency

Justification: University of Duhok (UoD) is one of the most common and feasible places to empower gender equality. According to the recent statistics by the UoD. The UoD has drastically hosted more females than males in educational classes. It is, therefore, the UoD presidency sees it is crucial to diminish the gap between the GE and accessing the facilities as well as empower the women in educational institutions.

The series of these workshops are a part of Gender Equality project that is financially sponsored by TMT. TMT is funded through the Orange Knowledge Programme (OKP) which is a Dutch global development programme for capacity – and institutional strengthening in Higher and technical education. It is funded by the Netherlands' Ministry of Foreign Affairs and managed by Nuffic, a Dutch non-profit organization for internationalization in education.

Objectives:

The objective of these series of workshops is to identify issues regarding gender equality:

- Identifying gender dimensions through GE policies.
- Re-drafting, Revising, and implementing the GE policies.
- Creating a safe and secure environment for both women and men with supportive jurisdiction and policies
- Strengthening the quality of the university's working environment for an improved productivity
- Creating an enabling society in which women and men are treated with respect and equal opportunities
- Working on sustainable development together.

Phase I Workshops Time Table

Starting date	Ending date	Time	Presenters	Subject	# of participants
24 Oct. 2021	24 Oct. 2021	9:00 - 9:30	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	- Introducing & Ice Break - The scope of the workshop	14
		9:30 - 10:45		Introducing GE Comparing the scenarios between international and Kurdistan Region Iraq	
		10:45 – 11:00		Coffee Break	
		11:00 - 12:30		Introducing GE Dimensions	
		12:30 - 13:30		Lunch Break	
		13:30 - 14:40		FGD GE Dimensions in UoD.	
		14:40 - 14:50		Assessment for 2nd day	
		14:50 - 15:00		Wrap up - End of day one	
25 Oct. 2021	25 Oct. 2021	9:00 - 9:15	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Activity: warming up	14
		9:15 - 10:45		Presentation of each group on GE dimension in UoD	
		10:45 - 11:00		Coffee Break	
		11:00 - 12:30		Continue of Presentation for the rest groups on GE dimension in UoD	
		12:30 – 13:30		Lunch Break	

		13:30 – 15: 30		Exercise in groups of 4 participants: prepare for 3 ppt slides (format will be provided): 1) which gender dimensions have your priority to be implemented? 2) what are your supportive arguments for the prioritised gender dimensions? 3) what is the best location for the Gender Equality Centre to monitor the implementation of the gender dimensions and why?	
26 Oct. 2021	26 Oct. 2021	9:00 – 9:15	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Activity: warming up	14
		9:15 - 10:45		Plenary presentations of the ppt slides (5x) and discussion.	
		10:45 - 11:00		Coffee Break	
		11:00 – 12:30		Plenary presentations of the ppt slides (5x) and discussion (Continue)	
		12:30 – 13:30		Lunch Break	
		13:30 – 15:00		Gender dimensions at UoD	
27 Oct. 2021	27 Oct. 2021	9:00 – 9:15	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Activity: warming up	14
		9:15 – 10: 45		Plenary brainstorm on who to involve in UoD.	

		10:45 – 11:00		Coffee Break	
		11:00 – 12:30		Gender dimensions at UoD	
		12:30 – 13:30		Lunch Break	
		13:30 – 15:00		Setting the stage: The Gender Equality Centre: who to be involved, what gender tasks, where to position?	
		15:00 – 15:30		Closing (round for feed-back)	

Phase II Workshops Time Table

Starting date	Ending date	Time	Presenters	Subject	# of participants
21 Nov. 2021	21 Nov. 2021	9:00 - 9:15	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Welcome and explaining the aims of Workshop 2: 1) SWOT; 2) Start and End of Gender dimensions in gender indicators; 3) Job description 4) locations in the organogram	14
		9:15 - 10:45		Plenary presentations by 4 groups: the SWOT of gender integration in the University of Duhok (the submitted exercise from the first workshop)	

		10:45 – 11:00		Coffee Break	
		11:00 - 12:30		Comparing and discussing the 4 SWOTS for UoD	
		12:30 - 13:30		Lunch Break	
		13:30 - 14:40		Gender dimensions: the current situation and the targeted situation in gender indicators: 1) for the UoD gender baseline: from A to B; 2) for the submitted exercise on gender dimensions from the first workshop (4 groups)	
		14:40 - 15:00		Exercise: to elaborate the current and targeted situation for each gender dimension from your submitted exercises and formulate indicators on the basis of the difference between current and targeted situations, specifically for your department, programme or centre and for UoD in general (format is provided). Wrap up - End of day one	
22 Nov. 2021	22 Nov. 2021	9:00 - 9:15	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Activity: warming up	14
		9:15 - 10:45		Plenary presentations and discussion of the current and targeted situations of the gender	

				dimensions and the gender indicators for UoD	
		10:45 - 11:00		Coffee Break	
		11:00 - 12:30		Who to follow up on the gender indicators? Job descriptions of staff that follows up on the implementation of the gender indicators. Where is this staff positioned in the organigramme of UoD?	
		12:30 – 13:30		Lunch Break	
		13:30 – 15: 30		Continue discussion on the process of selecting focal points. Prepare job descriptions for staff that follow up on gender indicators and indicate where are they positioned in the UoD organogram. Wrap up - End of day two	

Phase III Workshops Time Table

Starting date	Ending date	Time	Presenters	Subject	# of participants
5 Dec. 2021	5 Dec. 2021	9:00 - 9:15	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Welcome and explaining the aims of Workshop 3: Drafting the UoD-Gender Equality Policy and Plan Implementation.	14

		9:15 - 10:45		Discussing current and targeted situations of gender dimensions formulated in gender indicators.	
		10:45 – 11:00		Coffee Break	
		11:00 - 12:30		Towards implementation of a GEP	
		12:30 - 13:30		Lunch Break	
		13:30 - 15:00		Participants present their job description and Position in UoD organogram that will be involved in gender monitoring. Wrap up - End of day one	
6 Dec. 2021	6 Dec. 2021	9:00 - 9:15	Dr Ir Carin Vijfhuizen	Activity: warming up	14

		9:15 - 10:45	Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Full day of Discussing the suggestions of the participant on developing the -UoDGE policy	
		10:45 - 11:00		Coffee Break	
		11:00 - 12:30		Discussing the suggestions of the participant on developing the - UoDGE policy	
		12:30 – 13:30		Lunch Break	
		13:30 – 15: 30		Discussing the suggestions of the participant on developing the - UoDGE policy. Wrap up - End of day Two	

Phase IV Workshops Time Table

Starting date	Ending date	Time	Presenters	Subject	# of participants
10 Jan. 2022	10 Jan. 2022	9:00 - 9:15	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Welcome and explaining the aims of Workshop 4: GEP discussed with leadership in UoD and field visit .	14
		9:15 - 10:45		Meeting with head international relations and President of UoD in UoD	
		10:45 – 11:00		Coffee Break	

		11:00 - 11:30		Meeting the President of University of Duhok.	
		11:30 – 12:30		Reviewing the Plan with Dr Rund	
		12:30 - 13:30		Lunch Break	
		13:30 - 15:00		Continue meetings with UoD Leaders. Wrap up - End of day one	
11 Jan. 2022	11 Jan. 2022	9:00 - 9:15	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Activity: warming up	15
		9:15 - 10:45		Full day of Discussing Comments of UoD Leaderships	
		10:45 - 11:00		Coffee Break	

		11:00 - 12:30		Assigning gender focal points in the university selected and approved and included in the GEP and discussing their duties	
		12:30 – 13:30		Lunch Break	
		13:30 – 15: 30		Discussing the suggestions of the participant on developing the - UoDGE policy. Wrap up - End of day Two	
12 Jan. 2022	12 Jan. 2022	9:00 – 10:45	Dr Ir Carin Vijfhuizen Dr Shaheen A. Abdulkareem Dr Ahmad Baheej Al-Khalil	Field Visit to College of Engineering and discuss their projects regarding Gender Equality	14
		10:45 – 11:00		Break	
		11:00 – 12:30		Field Visit to College of Linguistics and discuss their projects regarding Gender Equality	
		12:30 – 13:30		Lunch Break	
		13:30 – 15:00		Field Visit to College of Agricultural Sciences and Engineering and discuss their projects regarding Gender Equality	

Name of Participants

No.	Name	Specialty\College	Email
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