

WOMENS NEEDS ASSESSMENT

ACTION PLAN

Presented at the
Third Executive Council Meeting
Term 2011-2014

Contents

Marriage

Abuse, Divorce & Khula

Widows

Education

Health

Social

Political Participation & Decision Making

Marriage				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
1. Facilitation and Mediation	4-5 members from each jamaat to be identified (encouraging youth participation) to undergo training. This group shall learn how to identify and understand issues and needs that are prevalent within the community, whilst working in a professional manner. This shall lead to the development of a central working body for each region, who shall be able to effectively engage with members of all ages and work in conjunction with jamaats.	•Jamaat suggestions to undergo application process to select best candidates. •Find members who have experience within this subject area – shall discuss training content with them. •Identify who shall deliver the training. •Examine financial needs of such a training ie venue, fees, course materials etc. •Follow up sessions. •Consider the frequency of the training and longevity of central working body.	Jamaats to identify members for training by JULY 2012 First training SEPT – DEC 2012 Actively offer facilitation services to the community MARCH 2013 Offer seminars and workshops 6 MONTHLY BASIS	<i>World Federation (Capacity Building Team)</i> <i>Regional Bodies</i> <i>Jamaats</i>

Marriage				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
2. Marriage Counselling	a) 'Searching for the Right Partner' Seminar b) Pre & Post Marriage Seminar Would be aimed at engaged couples to those in first few years of marriage. Run by trained professionals, either regionally or locally by jamaats. Have the understanding of each other's needs as the key focus through the sharing of experiences, discussion of support systems (in laws, wider community) and personality differences. c) Support Group Run via jamaats or	(Can replicate the successful ones being run through CoEJ already) - Identify trained professionals to lead seminars and train future leaders. - Identify venue (jamaat or professional venue) and consider costing. - Identify trained facilitators to run this in conjunction with key	To be run 2-3 times a year, jamaat and or regional. First to be run by NOV 2012. To be run 2-3 times a year, jamaat and or regional.	<i>World Federation (Capacity Building Team) Regional Bodies Jamaats</i>

Marriage				
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	through previous seminars. d) Helpline Anonymous helpline where people can call in to discuss problems/have someone to talk to whilst maintaining confidentiality.	identified people from point 1. It's thought that this would be best run by a third party who already has relevant experience and resources. For CoEJ: Muslim Youth Helpline Other Federations to look into own resources.	Offer a support group on a MONTHLY BASIS	

Abuse, Divorce & Khula				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
1. Aalims to educate on issue from mimbars.	Organise a central meeting of Aalims to raise awareness of issues that need to be publicly raised in majaalis' (ideally Muharram or Ramadhan).			
2. Mediation & Reconciliation	Federations to identify a team of trained facilitators/mediators (including professionals who can offer voluntary legal aid and financial advice).	• Trained counsellors that have a therapeutic input. Should be able to help with reconciliation, women's issues and children's issues. • Identify an independent venue (separate from jamaat premises) in order to maintain confidentiality. • Identify possible safe homes/refuges. • Financial means for broken homes. Identify 2-3 people to form core committee to ascertain validity of relationship breakdown.	Identify trained (or willing to be trained) facilitators, mediators and counsellors by JULY 2012 Training and preparation SEPT – DEC 2012. Services to be offered by MARCH 2013	<i>World Federation (Capacity Building Team) Regional Bodies Jamaats</i>
3. Establish Khulla	Identify long term relationship breakdown	Obtain regional authorisation by	Has already been piloted by CoEJ, other bodies can	<i>Federation Matrimonial Boards</i>

Abuse, Divorce & Khula				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
4. Welfare	that is beyond reconciliation (more than 2 years – matter to discuss with Aalims). Cases then referred on to identified religious regional leader (authorised by Ayatullah Sistani) with view of matter to be resolved to avoid long term difficulties. Hold checks up as and when needed.	Ayatullah Sistani for identified religious leader(s). Identify health care professionals who can assist on an adhoc basis.	contact CoEJ secretariat to replicate and modify their plan. This should be implemented by DEC 2012.	

Widows

<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
1. Create a wider awareness of the needs of women who are widows through education to the wider community, and remove the taboo associated with it.	a) Aalims to discuss this issue from the mimbar. b) Have seminars discussing this. c) Support networks.		Ongoing education on a regular basis.	<i>World Federation (Capacity Building Team)</i> <i>Regional Bodies</i> <i>Jamaats</i>
2. Jamaats to identify a welfare advisor.	- Welfare advisor/board to establish long term sustainability, provide training (e.g. career development) and financial help (e.g. loans and grants to run businesses, for housing, education for children etc.). - To set up a confidential assessment programme for financial aid.	Identify individuals to form welfare board. Devise assessment. Financial advisors.	Welfare board set up with systems in place JAN 2013	

Widows				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
3. Counselling Support. &	• Financial and legal advice. • Bereavement support for women, children and wider family if necessary by trained counsellors. • Jamaat mediators and facilitators to support with future settlement.	• Trained or willing to be trained counsellors. • Trained jamaat mediators and legal advisors. • Helpline/support group.	MARCH 2013	

Education				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
1. Encourage female participation within existing Leadership Development.	- Better advertising. - Approach women directly and encourage them to apply. - Potentially run localised tailored sessions for women (who face different issues).	- Facilitator / trainer needs to be identified who can tailor content if need be. - Advertising.	Can start immediately, and have raised 50% female participation in existing LDP by 2013	<i>World Federation (Capacity Building Team) Regional Bodies Jamaats</i>
2. Education programmes for women who have had a career break and are looking to re-enter the world of work or simply improve skills.	- Interview skills - CV writing - Managing finance - All can be done through workshops at jamaat level. - WF CV checking service to be promoted.	Identify key people/professionals within the community who can lead such workshops.	To be determined by each jamaat how necessary each skill is and tailored workshops/seminars to be run regularly throughout the year. Federations to provide assistance as needed by jamaats.	<i>Jamaats</i>
3. Spiritual workshops (for upper Madressa age group and mothers during Madressa session)	- Topic to be determined by each group. - Fiqh masails, wills/inheritance workshops, women issues, parenting etc. to be discussed.	- Allocate space (rooms) within existing madressa for classes to be held. - Identify appropriate trainers e.g. local zakiras's and/or Aalims, legal advisors etc.	Topics to be determined and space to be allocated by NOV 2012. Classes to begin in New Year JANUARY 2013.	

Education				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
4. Encourage continuing education once married.	• 1-2hour sessions run weekly throughout the Madressa term. • These may develop into sister's circles or support groups. • Aalims to encourage families and promote importance of education from mimbars. • Allocation of grants – needs assessed – to pay for fees and other relevant expenses. • Assistance with interview skills and revision skills.	• Examine financial needs and find donors/funding. • Relevant professionals to provide skills based training.	Promotion to begin throughout Ramadhan lectures JULY 2012 Financial aid to be established MARCH 2013	
5. Equipping women with various skills.	• Hold various classes e.g. IT, Self defence, first aid, cooking, financial training etc.	• Suitable venue. • Trainer and course content to be confirmed. • Calculate finances.	MARCH 2013	

Health				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
1. Promote health awareness, especially of key issues.	- Annual Health Fair and/or health road show. This could potentially be developed into 6-8 weekly day surgeries. - Regular health workshops/seminars - Health Screening. - Generally focussing on women and children's health and lifestyles. These could cover areas specific to women's health i.e. pre and post natal care, infertility, breast/ovarian cancer and how to identify key signs, depression, healthy diet, diabetes, breast screening, sexual health (contraception, STIs) etc. - Some of these sessions could be joint, to bring about awareness in men on female health issues	- Professionals from within the field to lead. - Medical equipment and literature to distribute. - Venue – across all jamaats or in a central location? - Develop a standard presentation on key issues that can then be tailored. - Consider translating resources into various languages (main: English, Gujarati, Urdu, Swahili & French) - Promotion/advertising – dissemination to wider grassroots.	To be held annually by Jamaats or within region, depending on needs. Resources to be confirmed by Jan 2013. First event to take place March 2013. Minimum frequency for workshops- quarterly.	<i>World Federation (Health Board)</i> <i>Regional Bodies</i> <i>Jamaats</i>

Health				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
2. Regular consultation with community health workers and seniors groups to identify the needs of the community in health sector.	- Jamaats to do regular needs analysis and programmes to be tailored to specific needs e.g. post natal depression, self-harm, infertility, mental health etc. - Run regular focus groups.	- Identify community leaders and health workers to lead. - Analysis of data to tailor programme.	Minimum frequency, annually. Ideally every 6 months. This can then lead to 2-3 key issues being targeted during the following period. Needs assessment to be done by Jan 2013. First session March 2013.	<i>World Federation (Health Board)</i> <i>Regional Bodies</i> <i>Jamaats</i>
3. Support individuals and families with special needs.	- Aalims to educate wider community from mimbar. - Workshops/Seminars to be held on key issues e.g. Downs Syndrome, Autism, ADHD etc. - Supporting parents (support network, counsellors) and helping them identify the necessary resources e.g. schooling, health provisions etc.	- Need trained professional to lead. - Identify suitable counsellors. - Translate resources into various languages. - Develop a support network and arrange for venue for meetings. - Identify and train teachers/support workers at Madressa.	Will need to develop on-going long term programmes. Ideally have set up by April 2013.	

Health				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
4. Education on harmful substances.	• Develop support mechanisms at Madressa to promote Islamic education for those with special educational needs. • Conduct research on anti-tobacco chewing/pariki, betel nut (sopari) and shisha (can add others dependant on region). • Publicise links to health websites/other accessible resources. • Hold seminars educating the wider community. • Produce leaflets on above issues and include in jamaat/regional newsletters (perhaps have a health corner/Q&A). • Does not have to be limited to women only.	• Modify syllabus to make more accessible. • Research on suitable educational institutions, governmental support, financial aid etc. • Obtaining recent and accurate data (potentially doing own research). • Translate resources into various languages. • Dissemination to wider grassroots – how to effectively distribute material.	Initiated by Dec 2012 . Presentations/Resources to be available by March 2013 .	<i>World Federation (Health Board) Regional Bodies Jamaats</i>

Social				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
1. Sports for females all year round.	- Jamaats to hold regular sports sessions promoting health and fitness. - Develop a regional tournament like CoEJ's MAMT and AFED member jamaat activities or smaller localised competitions.	- Locate suitable venue for activities e.g. leisure centre, at jamaat (self-defence etc.). - Jamaats to appoint female sports head to lead and promote arranged activities. - Identify trainers/teachers for specific sports.	All jamaats to be engaging in sporting activities by February 2013.	World Federation, Regional Bodies and Jamaats.
2. Promote networking amongst women from different jamaats.	- Retreats/Camps which allow for free discussion. - Sisters Circle (can tie in to Islamic/Secular Education) - Coffee Mornings/women's groups.	- Identify a suitable venue and duration (will need activities and leaders.) - Arrange for specific topics – find zakiras/lecturers. - Financial support for venue, food etc. May be cheaper if done locally.	Resources to be confirmed by Jan 2013. First event to take place March 2013. Minimum frequency for retreats- annually. Coffee mornings etc monthly.	
3. Developing youth committees	Encourage both gender inclusion within youth groups through regular announcements, promotion etc.	- Advertising/Promotion. - Review of jamaat constitutions/support to change to allow for youth to be subcommittee.	Jamaats to consider formation of subcommittee by Dec 2012. To be formalised by March 2013.	

Health				
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	- To formalise position as a subcommittee of Jamaat Executive Committee. - Networking with youth groups across WF – this allows for the sharing of best practise and will be beneficial for newer youth committees.	Central networking committee to allow for distribution of information.		

Political Participation & Decision Making				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
1. Obtain statistics from member jamaats of all regions regarding policies on granting voting rights to women	- Regional bodies to contact member jamaats and to request a confirmation of women's voting rights with a quote from the relevant section in the jamaat's constitution. *this shall enable Regional bodies to verify and assess pervasiveness of issue. - Obtain statistics from member jamaats regarding number of women in leadership positions or serving on executive committee and teams.	- Member jamaats to be contacted via email/post and/or telephone follow-up to obtain relevant statistics. - Short questionnaire (to include items under objective #1 and #2). - List of member jamaats and their contact information. - Administrative staff.	By January 2013.	<i>World Federation, Regional Bodies and Jamaats.</i>
2. Political Leadership & Representation	Regional bodies to contact member jamaats for relevant information.	Questionnaire (see above)	By January 2013.	<i>Regional Bodies and Jamaats.</i>

Political Participation & Decision Making				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
3. AWARENESS CAMPAIGN: Engage in outreach to encourage female participation	• Bring speakers to address issue. • Promote Female Role Models. • Encourage inclusion of women on all teams. • Encourage communities to develop a comprehensive set of policies and programmes to increase women's participation in decision-making, including in conflict resolution and negotiation. • Address the importance of supporting and generating political will and encourage a serious commitment to the promotion of the advancement of women and the goals	• Presidential lectures, regional presidential. • Posters and graphic designers. • Emails/newswires/e-posts. • Working groups on women's issues and recommendations in each jamaat (as each community has particular issues). • Quotas. • Workshops.	To be implemented by March 2013 and replicated as needed.	<i>World Federation, Regional Bodies and Jamaats</i> <i>Community leaders and members within local committees.</i>

Political Participation & Decision Making				
<u>Objective</u>	<u>Strategies</u>	<u>Resources Needed</u>	<u>Timeline</u>	<u>Person(s) responsible</u>
4. Creating Meaningful Opportunities for female Participation 5. Role modelling by World Federation & Regional Bodies.	of gender equality. • Address the existing obstacles facing women in their struggle for participation. • Education/political training and motivation. • Women to be paired with mentors • Introduce quotas in policy, constitutional amendments. • Workshops to demonstrate how to be more inclusive to women e.g. make meetings more accessible.	• Proposal of constitutional resolution. • Support of leaders. • Statistical and persuasive debate toward achievement of stated goal. • Trained facilitators.	Next Executive Council meeting.	<i>World Federation, Regional Bodies and Jamaats.</i> <i>World Federation & Regional Bodies, supported by Capacity Building Team.</i>

Political Participation & Decision Making				
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6. Ensuring Multiple Avenues of Participation.	• WF to pilot and set an example and loud message to regional bodies and jamaats that this needs to be on the agenda for all upcoming meetings. • Special invites to women to AGM meetings. • Location, time, child care facilities. • Train, motivate and prepare females for leadership roles through effective mentorship and access to training and skills development.	• Workshop programmes. • Experts in the field of politics and gender studies. • Experienced workshop facilitators.	Annual General Meeting 2013 (AGM)	<i>World Federation, Regional Bodies and Jamaats.</i>
7. Training for male political leaders	• Workshops topics: “ How to be involved in politics”, “Merits of joining the political arena”, “ Conducting	• Workshop programmes. • Experts in the field of politics and gender studies.	Executive meetings, AGM meetings	<i>World Federation and Regional Bodies.</i>

Political Participation & Decision Making				
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Political Participation & Decision Making - LONG TERM PLAN: To set a framework conducive to ensuring voting rights for women	meetings with both genders in accordance with Islamic ethical principles", "Nuances of constitutional documents", "Advocating and effectively lobbying for change" WORKSHOP TOPICS: "Understanding the complexities of gender discrimination", "Conducting meetings with both genders in accordance with Islamic ethical principles", "Recognizing the existence of systemic discrimination and to appreciate its shortcomings", "The necessity of and the mechanisms for promoting women in	Experienced workshop facilitators.	Annual Meeting 2014 General	<i>World Federation, Regional Bodies and Jamaats.</i>

Political Participation & Decision Making				
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	public office.” a) All Regions to amend their constitutions to reflect that any new applicant jamaat wishing to join the regional institution henceforth should already be adhering to the right for women to vote. b) Regional Bodies to have proviso that communities in their region who do not grant women members the right to vote be given a <i>timeline</i> to rectify their constitutions to continue to be a part of the institution. Long term-continuous membership after certain point of time will only be given once women will have the right to vote.			