

Wameedh Shakir

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A Yemeni gender, humanitarian, protection, governance and peacebuilding expert with more than 15 years of experience. Shakir worked as a program and governance support consultant for Women, Peace and Security (WPS) and Protection programs at UN Women-Yemen, and Youth, Peace and Security Program at UNFPA-Yemen (2016-2020). Shakir authored several papers: Protection as Empowerment (Sister Arab Forum, 2010), Strong Voices: Yemeni Women's Political Participation from Protest to Transition (Saferworld International, 2011), Towards a Constitution for All Yemeni Men and Women (International Peace Institutes, 2014), Women Peacemakers in Yemen (Crisis Management Initiative, 2016), and co-author of Arab Spring or Autumn? (CARE International, 2015). Also, delivered a number of training workshops for Yemeni civil society on gender and protection mainstreaming, IHL & ILHR framework, NGO management, documenting and monitoring violations and reporting, GBV responsive services, localization & advocacy. Shakir is the founder and chairperson of Itar Foundation for Social Development, a Yemeni NGO for NGOs established in 2011, works in empowering Yemeni civil society as sector and employing the power of togetherness (partnership) that enflames capacity development, advocacy and digital and green transformation.

Personal Information

Date of Birth: November 2, 1976

Gender: Female

Civil Status: Married, two children

Core Qualifications

- Research
- Program & Project Management
- Monitoring & Evaluation
- Strategic Planning
- Advocacy & Campaigning
- Community Development
- Partnership & Networking
- Institutional Building & **Training**

Accomplishments

Research

- National PSEA/GBV Specialist Researcher: Draft the country assessments for Syria, Jordan and Yemen, including rolling out and analysis of the civil society needs assessments, to enable rapid start-up of the Hubs, Social Development Direct LIMITED in England, 22 July – 22 Nov.

- National Expert: Third-party Monitoring & Evaluation of Resilience Projects in Yemen in the Areas of Migration, TVET and Financial Inclusion, Particip GmbH, main contract is EuropeAid “Human Rights, Democracy and Peace”. Dec 2020- April 2023.
- Team Leader: Gender Analysis and Assessment for IMC project of Life-Saving Health and Nutrition Assistance in Yemen in Al Mukha District, Taiz Governorate, Al Qabbaytah, Lahj Governorate. April-July 2021.
- Evaluation Team Member: PBF Evaluation “Water for Peace in Yemen: Strengthening the role of women in water conflict resolution”, Sayoun District. 3 May – 30 June 2021.
- Team Leader: Gender Analysis and Gender Mainstreaming Training for ACF project of Integrated WASH and Livelihoods for IDPs in Lahej, Abyan and Aden. Jan-Mar 2021.
- Team Leader: Final Evaluation of the Project “Life-Saving Protection Assistance (Cash transfers and information, counselling and legal assistance) to Internally in Yemen (Displaced Persons, Returnees and Vulnerable Host Communities in Aden, Lahj, Abyan and Taizz, Norwegian Refugees Council (NRC), Feb 10 to Apr 15, 2020. Reference person: Ali al-Sakkaf, MEAL Manager, ali.alsakkaf.nrc.no
- National Consultant: Gender Conflict Analysis, Care International Yemen Office, June-October 2019. Reference person: Christina Haneef, Emergency Response Specialist Gender in Emergencies, Rapid Response Team - CARE Canada, email: christina.haneef@care.ca
- National Consultant: Final Evaluation of “Strengthening the Role of Women In Peace Building Through Natural Resources Management At The Community Level In The Rural Areas Of The Governorates Of Sana’a And Lahj In Yemen”, FAO-Yemen, June-September 2019. Reference person: Mireia Cano, Senior Gender Advisor, CANO Gender Solutions, email: mireiacano@hotmail.com
- National Expert: Preliminary Study to Identify Existing Initiatives in Yemen, Canal France International for Media Development (FCI), December 2018. Reference person: Feras Hamwi, Project Manager – for the Mediterranean region and Asia, fhf@cfi.fr
- National Expert-Yemen: Gender Analysis in conflict-affected Yemen and post-conflict Iraq, EU Delegation, Human Rights, Democracy and Peace EuropeAid, November 2018. reference person: Maggy Grab, international consultant, maggygrab@gmail.com
- National researcher: Migration dynamics through Bossaso, Obock and Yemen, Research and Evidence Facility (REF), EU Emergency Trust Fund (EUTF) in the Horn of Africa (HoA). The research is conducted by a consortium made up of SOAS (School of African and Oriental Studies), the University of Oxford, and Sahan, February 2017 to June 2017. Reference person: Caitlin Sturridge, Research Coordinator, Research & Evidence Facility (REF), caitlin@sahanresearch.net.
- Co- researcher: regional desk review study on temporary special measures in Tunisia, Sudan, Jordan to promote gender equality and women’s empowerment,

UNDP regional Office, Amman, October 2016 to January 2017. Reference person: Kawtar Zerouli, Regional Gender Program Coordinator, UNDP, kawtar.zerouali@undp.org

- National consultant: Supporting Yemen's Stability, a research project implemented by International Advisory Services, Oxford, UK, June to September 2016. *Reference person:* Marco Brandl, project manager, marco.brandl@pmb.ox.ac.uk
- Gender national consultant: Damage Needs Assessment, UN Women, November 2015 to present. *Reference person:* Dina Zorba, head of UN Women office in Yemen, email: dina.zorba@unwomen.org
- Researcher and proposal writer: Women Access to Justice, Oxfam GB (Yemen), January 2016. *Reference person:* Zorica Skakun, gender program coordinator, email: ZSkakun@oxfam.org.uk
- Country researcher: Regional Edutainment Research for Safe Places, Oxfam Novib (Yemen), December 2015. *Reference person:* Srdjan Stakic, team leader, email: srdjan.stakic@gmail.com
- Researcher and proposal writer: Women, Peace and Security under the area of Conflict and Fragility, Oxfam Novib (Yemen), November 2015. *Reference person:* Reem Judeh, regional program coordinator, email: Reem.Judeh@oxfamnovib.nl
- Mapping of strategic activity to support women's participation in conflict resolution and peacebuilding, Crisis Management Initiative, June 2015. *Reference person:* Emmi Hanninen, project coordinator, email: <http://www.cmi.fi/en/media-en/news/middle-east/228-supporting-yemeni-national-dialogue-and-confidence-building/1097-yemen-new-publication-calls-for-women%E2%80%99s-sustained-inclusion-in-conflict-resolution>
- Research: gender situation analysis report, GIZ, May 2015. *Reference person:* Willebrand Kristina Maria, gender advisor, GIZ, email: kristina.willebrand@giz.de
- Researcher: Power Analysis Research, integrating women's rights in the constitution, Sep 2014, Oxfam GB-Yemen.
- Gender Assessment Coordinator –in the north of Yemen: providing qualitative feedback on gender dimensions of OFDA and FFP humanitarian interventions in Yemen for the project's summative evaluation. YOFMEP, May 2015. *Reference person:* Steve Hansch, IBTCI, Team Leader: Yemen Summative Evaluation for OFDA – FFP, email: shansch@ibtci.com
- Country researcher for IOM "Pilot Study: Ethiopian Migrant Labourers on Qat Farms in Rada', Yemen". Colburn Consulting International, LLC, April 2015. *Reference person:* Marta Colburn, author, email: colburnconsulting@gmail.com. To read the study, visit the following link: http://publications.iom.int/bookstore/index.php?main_page=product_info&cPath=41_7&products_id=1473

- Research Northern Team Leader: Yemen Al-Ata'a Case Studies (impact assessment), United States Agency for International Development, Office of Transition Initiatives and International Organization for Migration, May 2014. *Reference person:* author and lead researcher: Marta Cloburn, email: colburnconsulting@gmail.com
- Country national researcher and author of “Women Political Participation across the Arab region: Mapping of existing and emerging forces in the region”, London School of Economics, April 2013- present. *Reference person:* Abigail Baldamous, Regional research Officer, Oxfam GB, abaldamous@oxfam.org.uk
- Country national researcher and author of “Middle East Popular Uprising and Women’s Participation in Politics and Peace-building”, CARE International, September 2012. *Reference person:* Howard Mollett, Senior Policy Advisor, CARE International UK, mollet@careinternational.org. Read the regional research report on the following link: http://www.care-international.org/uploaddocument/news/publications/reports%20and%20issue%20briefs/english/report_women-arab-spring_english%202013.pdf
- Country national researcher and author of “Strong Voices, Yemeni women political participation in 2011 protests, Saferworld, March to May 2012. *Reference person:* Saleem Haddad, Regional Advisor-MEANA, Saferworld. Read the regional research report on the following link: <http://www.saferworld.org.uk/resources/view-resource/666>
- Team leader: Protection needs for women IDPs in Amran Governorate, Yemen, CARE International- Yemen, Feb 2012. *Reference person:* Yasmine Wahba, Assistant Country Director-Program, CARE International in Yemen, yasmine.wahba@careyemen.org
- Team Leader and author of “Protection as Empowerment: Advocacy Orientated Study on Legal Protection for Women and Children Victims of Violence”. Sister Arab Forum, funded by the Dutch Embassy in Sana’a, Jan to Oct, 2010. *Reference person:* Amal Basha, SAF Chairperson, amalbash2@gmail.com
Read the regional research report on the following link: <https://goo.gl/56NVrv>
- National Expert to review and comment on IFES MENA project on Status of women, April to July 2010. *Reference person:* Rolla Abdulateef, Senior Research Specialist, International Foundation for Electoral Systems (IFES), RAbdulLatif@ifes.org. Read the national report on the following link: <http://swmena.org/en/yemen>
- National Expert to review Freedom House Report on Women's Rights in Yemen, 2009. *Reference person:* Katie Zoglin, Senior Program Manager, Middle East and North Africa, Freedom House, zoglin@freedomhouse.org

Policy Papers

- Yemen National Plan for Implementing UNSCR 1325: What Could be Done Better”. November 2020, CARE International.

- "Towards a constitution for all Yemenis, men and women", Sep 2014, International Peace Institution. Reference person: Amal Alashtal, program coordinator, email: alashtal@ipinst.org
- "Civil Society and Social Justice: a movement of movements", Conference on Yemeni Leftists, Sana'a, Aug 28 to 29, 2013. funded by Fredrich Ebert Foundation. Bushra Maqtari, conference coordinator, boshramaqtary@gmail.com
- "Early Marriage: Publically Recognized and Officially Ignored", working paper for the Global Conference on Gender Statistics, Amman (Mar 27-29/2012), UNFPA, Yemen. Ahlam Sofan, Gender Advisor, sofan@unfpa.org
- "Role of Civil Society in Combating Terror in Yemen", London National Parallel Conference, Feb 2010. Amal Basha, SAF Chairperson, amalbasha2@gmail.com
- "Internet and Women's Movement in Yemen", Alafif Cultural Foundation, August 2008.
- "Communal Identity and Production of Violence against Women in Yemen", Democratic Forum, SAF 2006. Amal Basha, SAF Chairperson, amalbasha2@gmail.com
- "Women's Political Empowerment in Yemen", Future Forum Conference, Sana'a, 2007. Amal Basha, SAF Chairperson, amalbasha2@gmail.com

Strategies

- 2-year strategic plan for Family Counseling Foundation for Development, Nov 2019-Mar 202. Dr. Bilqis Jubari, chairperson, bjunary@ymail.com
- 3- year Strategic plan of Save the Children in Yemen (July to December 2016). Alshamaa, Mohammed, M&E Advisor, Mohammed.Alshamaa@savethechildren.org
- 3-year strategic plan for Al Risaliah Foundation for Women Development, Oct to Dec 2011. Amal Hajer, Chairperson
- 3-year strategic for Women Directorate in General Union of Yemeni Laborers, Sep to Oct 2010. Redha Qarhesh, Women Unit Head, garhash@gmail.com
- 3-year strategic for Women's Media Forum (MWF), March to May 2009. *Rahma Hujera, chairperson, rahma.hugira@gmai.com*

Practice and Training Manuals

- Police GBV Responsive Procedures: Training Manual for Police and Judicial Arrest Officers in Shabwa, Mukalla, Sayoun and Marib. Fredrich Ebert Foundation (FES), Jul-Nov 2020.
- TOT Manual on Youth Participation in Peace and Security Processes, UN Women-Yemen, Feb-Jul 2020.

- Great Participation for Change: Training Manual for CSOs on Advocacy in Local Humanitarian Leadership, Oxfam GB-Yemen, Feb-Sep 2018.
- Training Manual for Police Officer on Gender Based Violence, GIZ, April to August 2012. Bahria Shamsheer, gender officer, bahria.shamsheer@yhao.com
- Management Functions and Procedures Manual, Social Guidance Foundation, Nov to Dec 2010. Ammar al-Najjar, executive manager
- NGOs Practical Manual on How to Build a Horizontal NGO, Yemeni Organization for Human Rights and Democratic Freedoms, March 2010. Ali al-Dailimi, chairperson, dailamiali@gmail.com

Training

- GBV Response Common procedures for Police Officers, 4 training workshops in Shabowa, Mukalla, Sayoun and Marib, implemented for FES. November 2020.
- Trainer on Humanitarian Local Leadership Advocacy, Oxfam Yemen local partners training program, March – August, 2018.
- Trainer on approach of "active non-violence, gender, masculinities and violence". Training of Trainers Program, a one-year program on "Transformation: Gender-Sensitive Nonviolence for Sustainable Peace for the MENA Region". The program started in March 2015, Women Peacemakers Program (WPP) and ABAAD Resource Center for Gender Equality.
- In partnership with international organizations, conducted several training workshops for Yemeni civil society activists and organizations. For example, Gender Integration Framework in Peacebuilding Activities, Foundation For Peace Project, CARE International Yemen, November 2015.
- Trainer on National and international protection mechanisms for women and child's victims of violence. Rene Cassin International Human Rights Institute, Strasbourg, France, June 2007.
- Trainer on gender and human rights: women and Islam. Sisters in Islam, Italy, 2006.

Work Experience

Gender Advisor & National Consultant Program Support for WPS, Governance & Protection Programs, UN Women Yemen,

Feb 2016 – Nov 2020

- Provide ongoing technical and political support and advices to strengthen the capacities of Yemeni Women Pact for Peace and Security and women activists and coalitions building;

- Support the designing women, peace and security consultation process, mentoring and capacity building; technical papers, reports and advocacy key messages, statement, speeches, reports, briefs...
- Support UN Women work with inter-agency coordination and attending meetings as required including Gender Equality Scorecard exercise in Yemen.

**National program support consultant, UNFPA, Youth Peace and Security Program,
March 2018 – July 2019**

- Develop youth, peace and security roadmap to localize UNSCR 2250 for youth, peace and security;
- Develop/write funding proposal(s) on YPS.
- Design the project awareness materials and online national campaign and its messages.

National Advisor, Civil Society and Media Project, ARK Group MCC,

July 2016 – Feb 2017

- Leading Yemen office and team in conducting the project activities (mostly CSO surveys and assessments).

Technical Supporter, Family Counselling and Development Foundation,

June 2014 – December 2017

- Responsible for institutional building, developing funding proposals, building psychosocial service provision system, GBV treatment and prevention, war affected people response system and equip FCDF's staff with technical, management and programming skills.

National Officer, Child Protection, UNICEF- Yemen, June 2012-June 2013

- Implement, monitor and evaluate the national project on birth registration, “Promoting Equity and Legal Identity for Children in Yemen through Improving Civil Registration”, (2012-2015), funded by the EU.
- Implement, monitor and evaluate the national project on birth registration, “Scaling Up Birth Registration In Yemen”, (2012-2015), funded by Japan Committee for UNICEF.
- Implement, monitor and evaluate the national project on child trafficking.
- Manage the process of field data collection, analysis and reporting of the national child protection system mapping.

Senior Manager of Good Governance and CSOs, Community Livelihood Project (CLP) funded by USAID (Sep 2010 - July 2011)

- Develop and manage the sector's strategies at community and governorate levels.
- Establishing community-based councils for social accountability and building their capacities.
- Building the capacities of the community-based organizations.
- Writing small grants on good governance and monitor implementation and evaluate the impact.
- Managing the team.

Development Officer (gender) & Direct Manager of Legal Protection and Advocacy Project. Oxfam GB, Yemen (Apr 2003 - Mar 2010)

- Team management and providing technical support to project's local partners.
- Project development, planning, budgeting, monitoring implementation and evaluating achieving results and quality indicators.
- Developing project's advocacy strategies and activities. Several campaigns were conducted on supporting women's victims of violence. Other campaigns targeted legal institutions to provide separate detentions for women, to stop arbitrary arresting against women and to provide women with fair trails.
- Developing national strategies and indicators to setup a free legal system in Yemen with partners with national and international actors: Min of Justice, Min of Interior, Lawyers Syndicate, NGOs, Min of Human Rights, DFID, UNDP and others.
- Developing project's plans of exist, institutionalization and duplication.
- Integrating gender ideas and solutions to other Oxfam's programs: Community-based Health working with mid-wives and health units in Syoun (funded by EU), Integration Action to Livelihood and Early Marriage working in Hadramout and Houyidah (funded by the Danish Gov't), Good Governance working with national network of Poverty Alleviation, local councils and Min of Planning (funded by Netherlands Gov't).

Humanitarian Officer (Additional Responsibility) & Direct Manager of Disaster Preparedness and Response Project. Oxfam GB, Yemen. (April 2006- April 2009)

- Responsible of facilitating the contingency planning process.
- Responsible of providing technical support of Yemeni Red Crescent and Authority of Civil Defense to integrate water and sanitation component in their work.
- Responsible of conducting community-based assessments on water mitigation and coping strategies.
- Responsible of facilitating emergency and id services to internal displaced people in camps set-in several regions in Yemen.

Education

- Currently studying MA on International Development and Gender Prospective at Gender and Development Centre, Sana'a University. Present

- BA of Political Science, Collage of Commerce and Economics, Sana'a University. 2004.
- Diploma: NGO management, Dept of United States, Sana'a. 1999. YALI.
- Diploma: Human Rights Advocacy, International Association of Human Rights E-Learning. 2007.
- Diploma: Monitoring and Documenting of Human Rights' Violation, International Association of Human Rights E-Learning. 2008.

Others

- Computer Skills: Very good in Microsoft excel and word.
- Language Skills: English- Excellent; Arabic- Fluent