



OIC PLAN OF ACTION FOR THE ADVANCEMENT OF WOMEN (OPAAW)

**Adopted by the Sixth Session of the Ministerial Conference
on the Role of Women in the Development of OIC Member
States**

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I. INTRODUCTION

1. Throughout the ages, women have contributed effectively and actively to all social, political, cultural and economic fields and also participated in the building of civilizations and training of generations. Despite those important contributions however, women and girls today suffer exclusion, marginalization and face difficulties impeding their participation in social domain and other areas. Those difficulties emanate from non-Islamic traditions and practices as well as misunderstanding and misinterpretation of religion.

2. In order to address the ever growing challenges the OIC Member States are facing, it is essential to improve the status and conditions of women to enable them to effectively participate in the political, economic, cultural and social spheres, thereby bringing about sustainable peace, prosperity and well-being.

3. The Islamic Conference of Foreign Ministers in its 32nd Session in Sanaa in 2005 adopted a resolution on “Muslim Women and their Role in the Development of Islamic Society” calling for the convening of a Ministerial Conference to discuss the issues of women and study ways and means to explore opportunities for them to take part in the development of Muslim societies. The first Ministerial Conference was held in Istanbul, Turkey in 2006, followed by Cairo, Egypt (2008); Tehran, Iran (2010); Jakarta, Indonesia (2012); and, Baku, Azerbaijan (2014).

4. The resolution of the 32nd Session also entrusted the Ministerial Conference on Women to draft an OIC Plan of Action in order to enhance the capacity of women to play an active role in all walks of life in the OIC Member States. Based on the recommendations made in the first Ministerial Conference on Women’s Role in the Development of OIC Member States in Istanbul (2006), the OIC Plan of Action for the Advancement of Women (OPAAW) was developed and adopted during the second Ministerial Conference held in Cairo, Egypt (2008).

5. The OPAAW is an innovative approach that articulates the OIC Member States’ commitment to addressing a range of challenges faced by women. Therefore, through OPAAW, OIC is taking steps towards eliminating all forms of discrimination against women in order to reduce inequalities between women and men pursuant to Islamic values of social justice and gender equality. The OIC seeks to improve the status of women through partnership with men

and women, NGOs, communities, media, trade unions, the private sector and other relevant actors. It also seeks to restore the honourable social and economic status accorded to women. The OPAAW seeks to ensure the respect of international, regional and national commitments towards the promotion and protection of women's rights as enshrined in the international covenants and the values of the Islamic world.

6. The OIC Member States believe that the adoption and implementation of the OPAAW will provide supportive framework for both individuals and collective efforts to improve the status of women in the Muslim world.

7. Mindful of the commitment of the OIC Member States' towards international conventions and instruments, particularly those related to the Beijing Declaration and Platform for Action (the Fourth World Conference on Women 1995), the 23rd Special Session of the General Assembly entitled "Women2000" Gender Equality, Development and Peace for the 21st Century" and adhering to the provisions of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in line with Islamic values.

II. OPAAW'S OBJECTIVES:

1. **Decision-making Participation:** Ensuring political, economic, social and cultural representation of women at all levels of decision making.

2. **Education:** providing equal opportunity for all women and girls to have access to quality education at all levels of vocational and skills training, as well as literacy programmes.

3. **Health:** improving access of women and girl's access to quality health-care and services, clean water and sanitation as well as adequate and healthy nutrition.

4. **Economic Empowerment:** enhancing women's access to equal economic opportunity in the public and private sector.

5. **Social protection:** improving and ensuring women's social needs, safety and well-being.

6. **Protection of Women from Violence:** Combating all forms of gender-based violence, human trafficking and other harmful traditional practices against women and girls. Combating different forms of violence against women and girls including deprivation of opportunities and full enjoyment of their rights through preventive measures and provisions of rehabilitation to victims and punishment of perpetrators.

7. **Women in Crisis Situations: Ensuring women's and girls' protection and access to humanitarian assistance during armed conflict, natural and man-made disaster, foreign occupation, forced displacement and other vulnerable situations; particularly, rural women.** OIC Member States will also promote the role of women in conflict resolution, peace and security pursuant to Security Council resolution 1325.

8. **Women in Disasters: Providing humanitarian assistance for women and protecting them during natural disasters, particularly in rural areas.**

9. **Women in Armed Conflict: Taking all necessary preventive and protective measures to combat different forms of violence against women in armed conflict and post conflict situations, foreign occupation, forced displacement and other forms man-made disasters, such as sexual abuse and human trafficking.** OIC Member States will also promote the role of women in conflict resolution, peace building, peace keeping and establishment of security.

III. SUB-OBJECTIVES OF OPAAW:

Member states of the OIC will promote the status of women and achieve the objectives of OPAAW through the following measures:

1. **Decision-making participation: Ensuring political, economic, social and cultural representation of women at all levels of decision-making.**

a) **Promoting women's full, equal and effective participation at all levels of decision-making positions.**

b) **Promoting the role of women in the society and their contribution to the development of their communities and families through taking the necessary institutional steps.**

c) **Ensuring that OIC Member States promote necessary action and legal amendments at national, local and community levels in line with their international commitments towards women's empowerment in all spheres.**

d) **Encouraging through legislation, women's access to modern technology, including ICT, in order to promote their role in the decision-making and development process.**

e) **Raising public awareness on the importance of increasing participation of women in decision-making bodies.**

f) **Encouraging women through various means for participation in decision-making mechanisms.**

2. Education: Providing equal opportunity for all women and girls; to have access to quality education at all levels, in addition to vocational and skills training as well as literacy programmes.

- a. Ensuring equal access for women and girls to education and training to equip them with necessary knowledge and skills to participate in decision-making processes.
- b. Promoting education of women and girls through adoption of necessary policies and programs.
- c. Facilitating free, compulsory and equal access for boys and girls to quality pre-school, primary and secondary education.
- d. Promoting specially designed vocational and technical courses for women in non-traditional and various fields.
- e. Building capacity of teachers, at all levels, regarding the principles of equality and non-discrimination through providing gender sensitive training materials.
- f. Working on correcting prevailing misperceptions and behaviours of parents through holding training sessions and activities.
- g. Ensuring that women and girls have equal access to career development, training, scholarships and fellowships.
- h. Promoting increased access for women to tertiary education.
- i. Ensuring that curriculum and course materials at all levels are gender-sensitive.

3. Health: Improving women and girls' access to quality healthcare services, clean water and sanitation as well as adequate and healthy nutrition.

- a) Reinforcing the six building blocks of a health system by making women and children a priority: i) leadership/governance, ii) service delivery), iii) health workforce, iv) health information system, v) access to essential medicines, and vi) financing.
- b) Providing healthcare facilities and services, in terms of quantity and quality while ensuring their easy access and affordability for all women and girls.
- c) Improving access to reproductive and sexual health, maternal healthcare services and vaccination in order to reduce maternal, new-born and child mortality and morbidity rates.

- d) **Combatting health inequities by taking comprehensive and coordinated action to address the Social Determinants of Health (SDH) such as poverty, education, employment, occupational safety, food insecurity and environment.**
- e) **Planning and enhancing awareness raising programs in the field of health for women and girls.**
- f) **Providing health education and training for women to equip them with necessary knowledge and skills in order to participate in decision making processes regarding their healthcare.**
- g) **Improving indicators and building up disaggregated information systems regarding women and children health at the national and local levels to monitor improvements.**
- h) **Raising awareness of health personnel and men on reproductive health and rights, gender equality and violence against women.**

4. Economic Empowerment: Enhancing women's access to equal economic opportunities in the public and private sector.

- a. **Introducing more effective measures to eradicate poverty among women and improve their living conditions to promote the realization of their full human potential and enable their advancement and equal participation in decision-making.**
- b. **Providing women with the skills of studying demands of the labour market and skills of adaptability to its rapid change.**
- c. **Developing indicators to collect data and statistics to measure gender-related activities.**
- d. **Taking legislative and executive measures and providing services, consultancy and training programmes to bridge the gap between women's education and the demands of the labour market.**
- e. **Taking necessary measures and actions to empower women in order to gain access to the private sector and entrepreneurship.**
- f. **Establishing policies and administrative regulations for working women to help them reconcile their role in the family and work life.**
- g. **Ensuring equal pay for equal work between men and women.**
- h. **Creating initiatives to promote women's access to public sector employment on equal footing with men.**

- i. Adapting family friendly policies aimed at reconciliation between professional and family life, in particular, affordable and quality care services for children, persons with disabilities, elderly and other dependents.
- j. Ensuring an enabling working environment suited to women in terms of transport, safety and non-discrimination in the workplace.
- k. Increasing women's capacities and financial planning skills by providing access to capacity building, training, access to financial planning advice, improving understanding of personal banking, retirement, student loans and repayment policies and providing opportunities for microcredit finance and other financial services.
- l. Developing gender-focused research to enable a more effective gender plan aimed at strengthening the role of women in the economy.
- m. Establishment of budget initiatives sensitive to the concept of gender and adoption of more effective poverty reduction strategies at both local and national levels.
- n. Adopting laws against discrimination based on gender in the labour market, especially hiring and promotion.
- o. Undertaking legislation and administrative reforms to give women equal rights with men to economic resources, including access to ownership and control over land and other forms of property.

5. Social Protection: Improving and ensuring women's social needs, safety and well-being.

- a. Changing established mentalities at all levels of society whenever women are deprived from equality of status and treatment.
- b. Enhancing national policy coherence in addressing inequality and discrimination against women and girls.
- c. Engaging with civil society organizations carrying out activities in defence of women's advancement.
- d. Providing care and support for women, widows, the divorced, the abandoned, people with disabilities and/or elderly women.
- e. Providing additional support for low-income families, in particular those who have women as heads of household in accordance with national policies in the field of social protection.
- f. Improving the coordination and provision of government services to women, particularly in rural areas, including their access to

health, education, economic opportunities and legal assistance.

g. Adopting appropriate measures to consolidate the foundations of the family unit and its role in enhancing mutual respect among male and female members, in order to promote the culture of non-discrimination.

h. Ensuring all legislation is gender-sensitive and contains the values of equality and non-discrimination.

6. Protection of Women from Violence: Combating all forms of gender-based violence, human trafficking and other harmful traditional practices against women and girls.

a. Combating all forms of violence against women and girls including deprivation of opportunities and full enjoyment of their rights through preventive measures and provision of rehabilitation to victims and punishment of perpetrators.

a. Engaging with relevant stakeholders at local, national, regional and international levels with a view to develop cooperative paths for promoting women's and girl's rights and protection of and assistance to all victims of violence against women and domestic violence.

b. Encouraging the adoption of national measures, policies, strategies and legislation to protect women from all forms of violence and prevent, prosecute and eliminate violence against women, domestic violence and crimes against women.

c. Preventing child and forced marriage through all possible means.

d. Combating different forms of violence against women and girls, including domestic

violence, human trafficking and violence against displaced women.

f. Enhancing institutional capacities of governmental institutions and civil society organizations to prevent and combat all forms of violence against women at the local and national level.

g. Contributing to eradication of all harmful practices, in particular, female genital mutilation through strong political support and involvement of religious and community leaders.

h. Developing training programmes for judicial, legal, medical, social and police personnel.

i. Collecting disaggregated relevant statistical data at regular intervals on cases of all forms of violence against women.

7. Women in Crisis Situations: Ensuring women's and girls' protection and access to humanitarian assistance during armed conflicts, natural and man-made disasters, foreign occupation, forced displacement and other vulnerable situations, particularly, rural women. OIC Member States will also promote the role of women in conflict resolution, peace and security pursuant to Security Council resolution 1325.

8. Women in Disasters: Providing humanitarian assistance for women and protecting them during natural disaster, particularly in rural areas.

a. **Enhancing capacities of governmental institutions and civil society organizations to prevent violence against women at the local, national and regional level.**

b. **Engaging with women's civil society organizations in order to promote their effective empowerment to ensure access to their basic human rights.**

c. **Ensuring gender-based response to women and girl refugees, migrants, displaced, including those under foreign occupation, and facilitating their access to humanitarian safe zones, food, shelter, education, and healthcare in times of crisis.**

d. **Integrating sexual violence responses, including girl-child violence, in all humanitarian policies and strategies to prevent such violence, provide necessary assistance to victims and fight the impunity of perpetrators.**

e. **Facilitating women's full participation in the definition of humanitarian response to natural disasters and crisis (assessment analysis and planning and implementation), and also in humanitarian actions, through national entities, civil society and/or community based organizations.**

f. **Enhancing the role of religious leaders in the prevention of violence against women and girls.**

g. **Engaging men and boys in all steps of elimination of different forms of violence against women and girls.**

h. **Mobilizing medias and other communicative tools to combat violence against women and girls through the awareness raising and sensitization of society.**

9. Women in armed conflict: Taking all necessary preventive and protective measures to combat different forms of violence against women in armed conflict and post conflict situations, foreign occupation, forced displacement and other forms of man-made disasters, such as sexual abuse and human trafficking. The OIC

Member States will also promote the role of women in conflict resolution, peace building, peace keeping and establishment of security.

- a. Ensuring gender-based response to women and girl refugees, migrants, displaced by armed conflict and foreign occupation, and facilitating their access to humanitarian safe zones, food shelter, education and healthcare in times of crisis.
- b. Taking special measures to protect women and girls from different forms of gender-based violence and sexual abuse, in armed conflict and post-conflict situations, providing necessary assistance to victims and fighting the impunity of perpetrators.
- c. Supporting the role of women and women's civil society organizations in the promotion of peaceful and inclusive societies through reconciliation, interfaith and intercultural dialogues among parties of conflict.
- d. Ensuring women's participation in all steps of peace processes, including negotiation, crisis management and ending the conflict.
- e. Encouraging the media to actively report on matters related to different forms of violence against women and girls, and also their conditions in the situation of wars and armed conflicts to sensitize the society at local, national and international levels.
- f. Promoting the international cooperation in combating the violence against women and girls in armed conflicts.

IV. MEANS OF IMPLEMENTATION OF OPAAW

A) Establishment of the Mechanism of OPAAW

1. The OIC General Secretariat, particularly the Directorate General of Cultural, Social and Family Affairs shall be actively engaged in the implementation of the OPAAW. It will also continue to work directly with governments of the OIC Member States, upon their request, to develop and support policies for the implementation of the OPAAW with a view to attaining its objectives.
2. OIC Member States, in close cooperation with the Directorate General of Cultural, Social, and Family Affairs in the OIC General Secretariat, shall develop their indicators, report their statistics with a view to use in gender analyses and adopt action-oriented plans to implement the specific action points listed in the OPAAW's implementation mechanism document.

3. OIC Member States, together with the OIC General Secretariat, shall periodically evaluate the progress made in the implementation framework for follow up of the OPAAW and monitoring the implementation through the specific indicators enumerated in the OPAAW's implementation mechanism document.

4. The Directorate General of Cultural, Social and Family Affairs within the OIC General Secretariat and its subsidiary organs, specialized and affiliated institutions, within their respective mandates, as well as the UN relevant institutions, stakeholders in media and active civil society organizations working in the field of women's advancement are called upon to assist the Member States of the OIC in the implementation of the OPAAW.

B) Implementation actions that should be taken at the level of Member States and the OIC General Secretariat, Subsidiary Organs, Specialized and Affiliated institutions:

1) Identify a focal point in national institutions of OIC Member States to coordinate the work of various departments involved in the promotion of women and the implementation of OPAAW.

2) Develop clear plans, strategies and comprehensive studies in line with the objectives of the OPAAW.

3) Support sharing of good practices among Member States on topics specified in OPAAW.

4) Provide necessary financing to support projects and programs aimed at promotion of human rights.

5) Convene and attend workshops taking place in different parts of the world related to the topics specified in the OPAAW.

6) Ensure collaboration on organizing and hosting meetings, workshops, conferences and training on the topics specified in the OPAAW.

7) Create a modality to actively work with civil society in OIC Member States and non-member states working in the field of women's empowerment.

8) Conduct media campaigns involving close collaboration with international media which portray a positive image of women in the Muslim world.

9) Encourage the media to actively report on matters related to issues of women and their status.

10) Arrange and co/sponsor media conferences and events on the status of women.

11) Once operationalized, the Women's Development Organization will supplement and monitor national efforts to implement the provisions and recommendations of the OPAAW in coordination with the OIC General Secretariat.

CONCLUSION

Significant efforts have been made to improve the circumstances of women in the OIC Member States over recent years, since the issue earns significant attention in the OIC Ten Year Program of Action, which emphasizes the following: “Strengthen laws aimed at enhancing the advancement of women in OIC Member States in economic, cultural, social, and political fields; protecting them from different forms of violence and discrimination and adhering to the provisions of the Convention on the Elimination of all Forms of Discrimination against Women, in line with the Islamic values of social justice and gender equality.”

This revised OPAAW is an inclusive document that recognizes the importance of the ties and relationships among members of society as a whole. It recognizes the different priorities, choices and needs of groups of women and men, in the context of families and as individuals. With these considerations in mind, the OPAAW will serve to reduce inequalities and improve the status of women in OIC Member States with the full engagement of national governments, OIC and its subsidiary, specialized and affiliated institutions as well as civil society. The Mechanism for Implementation in the form of a Matrix is in Annex.



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**The Mechanism for
Implementation**



OPAAW Matrix of Objectives and Indicators

	Objectives	Measures to be Implemented	Indicators	Bodies Responsible	Time Frame
1	(a) Decision making participation: Ensuring political, economic, social and cultural representation of women in all levels of decision making.	1) Promote increased participation of women in all decision-making bodies.	<ul style="list-style-type: none"> - Ratio of women MPs - Ratio of women mayors - Ratio of high-ranking women public officials - Ratio of women members in judicial authorities - Ratio of women administrative executives - Ratio of women in the ministries, as ministers and undersecretaries - Ratio of women in the diplomatic corps - Ratio of women in decision-making positions in the private sector, and civil society organizations 	All relevant institutions	2 years

2	2) Adopting necessary institutional steps towards enhancing women's role in the society and their contribution to the development of their communities and families.	<ul style="list-style-type: none"> - legal arrangements - Ratio of policies and legislation encouraging the integration of women in the development process - Ratio of the actions and measures taken to activate the community role of women - Ratio of women participation in the relevant committees - Ratio of women participation in family and developmental issues - Ratio of institutions concerned with the promotion of the role of women in society 	All relevant institutions	2 years
3	3) Ensure that OIC Member States promote necessary actions at national, local and community levels in line with their international commitments towards women's empowerment and autonomisation in all spheres.	<ul style="list-style-type: none"> - Ratio of achieving the objectives of the OIC Ten Year Programme of Action (OIC 2025) in the field of women empowerment - Ratio of achieving the UN sustainable development goals in the field of women empowerment (General Secretariat) - Extent of activation of international treaties ratified in the field of women empowerment - Ratio of internal women empowerment policies 		

4		4) Encourage through legislation women's access to advanced technologies, including ICT, in order to promote their role in the decision-making and development process.	<ul style="list-style-type: none"> - Ratio of women use of technology - Increase in the policies supportive for women use of technology. - Ratio of inclusion of the technical side of knowledge for women in the State plans and directives - Ratio of women using technical means to serve the developmental aspects. 	All relevant institutions	2 years
5		5) Reviewing the relevant legislation Raising women awareness of their legal rights.			
6	(b) Education: providing equal opportunities for all women and girls to have access to quality education, vocational and skills training as well as literacy programmes.	1) Ensuring equal access for women to education and training to equip them with necessary knowledge and skills to participate in decision making processes.	<ul style="list-style-type: none"> - school enrolment rates by sex by all levels of education - women's literacy rates - Ratio of training centers that provide training for women 	Ministries of Education	2 years

7		2) Adopt the necessary policies and programs for promoting education of women and girls.	<ul style="list-style-type: none"> - number of programs/projects for promoting education of women and girls - Increasing rate of development of curricula and curricula standards - Increasing rate of awareness of the importance of girls' education in the cities and outside them - Reducing the gap between boys and girls) 	Ministries of Education	2 years
8		3) Facilitate free, compulsory and equal access for boys and girls to quality primary and secondary education.	<ul style="list-style-type: none"> - legal arrangements for free and compulsory access to education - school enrolment rates by sex by all levels of education 	Ministries of Education	2 years
9		4) Promoting specially designed vocational and technical courses for women in various fields.	<ul style="list-style-type: none"> - number of women who attend vocational and technical courses in different fields - Increasing the number of technical and vocational centers for women - Increasing the number of women in specialized education 	Ministries of Education Ministries of Labour and Social Security	2 years
10		5) Developing strategies to reduce the gap between girls and boys in access to (quality) education			

11		6) Training teachers at all levels on values of equality and non-discrimination in activities using gender sensitive educational materials.	- number of trainings - number of participants	Ministries of Education	2 years
12		7) Providing training activities and opportunities for non-formal education on topics related to the development of self-esteem and building an active and productive character			
13		8) Conducting content analysis studies on the image of women in the curricula and working towards changing the stereotyped image of women and their role, starting from the primary stages			
14		9) Intensifying the efforts and developing studied plans and mechanisms to eradicate women illiteracy		- Competent institutions and authorities of self-development programs - Ministries of Education and Higher Education	Throughout the year

<p>15</p>	<p>(c) Health: improving women and girls' access to quality healthcare and services, to clean water and sanitation as well as adequate and healthy nutrition.</p>	<p>1) Ensuring equal access for women to health education and training to equip them with necessary knowledge and skills to participate in decision-making processes concerning their healthcare.</p>	<ul style="list-style-type: none"> - number of trainings - number of participants - Increase in rate of women participation in health centers - Increase in rate of programs implemented to empower women in the health field - Increase in number of executive, awareness, and prevention programs for women - Rate of quality of health services and reproductive health - Rate of quality of training for medical assistants to provide reproductive health services 	<p>Ministries of Health</p>	<p>2 years</p>
<p>16</p>		<p>2) Supporting health services provided for women in terms of quantity and quality and ensuring their availability and easy access of all healthcare services, particularly reproductive, sexual and mental health while also focusing on prevention through health awareness raising in all areas.</p>	<ul style="list-style-type: none"> - number of follow-ups per pregnant and puerperant - prenatal care - percentage of hospital deliveries - Increase in number of gynecological and obstetric health units - Increase in number of programs allocated to reproductive health and cancer prevention - Reduction in maternal mortality ratio - Implementing national strategies to increase the attention to delivery process - Ratio of emergency care services for pregnant women 	<p>Ministries of Health</p>	<p>2 years</p>

17		3) Ensure women's access to affordable health care services.	<ul style="list-style-type: none"> - number of women who benefit from health care services - Universal access to free health care services for women - Reduction in the health risks caused by environmental pollution 	Ministries of Health	2 years
18		4) Improve access to maternal healthcare services, vaccinations and reduce maternal and child mortality and morbidities.	<ul style="list-style-type: none"> - maternal mortality rate - infant mortality rate - percentage of hospital deliveries 	Ministries of Health	2 years
19		5) Providing perinatal health education services (for the couple) which prepare the couple for the arrival of the child and handling the accompanying psychological pressures		- Health institutions concerned with the psychological and reproductive health	Continuous

<p>20</p>	<p>(d) Economic Empowerment: enhancing women's access to equal economic opportunities in the public and private sector.</p>	<p>1) Adopting measures that are more effective aimed at eradicating poverty among women and improving their living conditions to promote the realization of their full human potential, enable their advancement and equal participation in decision-making, and benefit from economic development.</p>	<ul style="list-style-type: none"> - rate of women's labour force participation - rate of women's employment - projects/programs for increasing women's employment - Ratio of (training, marketing, lending) programs provided for women to improve their economic situation - Ratio of training programs provided for the development of craft women - Ratio of development and entrepreneurial culture programs among the needy - Ratio of qualified unemployed women of economically substandard families - Ratio of partnerships and agreements between the relevant entities in support of improving women economic status - Existence of women employment strategy - Ratio of women participation in the labor market. 	<p>Ministries of Labour and Social Security Ministries of Family and Social Policy</p>	<p>2 years</p>
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21	<p>2) Providing greater opportunities for life-long learning to provide women with skills responsive to the rapidly changing labor market.</p>	<ul style="list-style-type: none"> - number of women who attended vocational trainings - Increase in rate of training related to the needs of the labor market - Enrollment rate of professional areas - Access rate to technology - Ratio of qualifying courses for women - Ratio of awareness programs aimed to build women professional capabilities and make them acquire skills - Ratio of services and programs available to enhance education for life process - Rate of women beneficiaries of the qualification programs 	Ministries of Labour and Social Security	2 years
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22		3) Developing indicators to collect data and statistics to measure gender related activities.	<ul style="list-style-type: none"> - collecting gender specific data - Adoption of professional standards for data accuracy and quality of Statistics - Provision of statistics on the status of women in these activities 	SESRIC	2 years
23		4) Taking legislative and executive measures and providing services, consultancy and training programmes to bridge the gap between women's education and the demands of the labor market.	<ul style="list-style-type: none"> - number of women who attended vocational trainings-projects/ program - Ratio of women beneficiaries of consulting and training, - Rate of dropping out of work - The laws governing the work of women 	Ministries of Labour and Social Security	2 years

24	<p>5) Taking necessary measures and actions to empower women in order to gain access to the private sector and entrepreneurship.</p>	<ul style="list-style-type: none"> - number of women who attended trainings on entrepreneurship - number of women who benefit from entrepreneurship assistance. - Increase in the ratio of women in business - Broadening the base of women participation in the private sector - Increase in the ratio of women participation in the labor market, - Increase in the ratio of women in business - Increase in the ratio of women in professional and technical fields - Rise in the rate of discretionary income for women - Ratio of the laws and procedures governing women entrepreneurship - Ratio of women working in the private sector - Ratio of micro- and small and medium enterprises managed by women - Ratio of entrepreneurs who have moved from small to medium and large businesses - Ratio of commercial registers owned by women 	Ministries of Labour and Social Security	2 years
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25		<p>6) Establishing policies for working mothers and administrative regulations required to help reconcile their family duties with their economic activity.</p>	<ul style="list-style-type: none"> - legal arrangements - Increase in the ratio of development in labor policies - Increase in the ratio of establishment of nurseries and care locations by employers - Regulations and decisions governing working hours for women - Ratio of availability of nurseries for children during the absence of mothers - Programs for encouraging work and professionalism from home and self-employment. 	<p>Ministries of Labour and Social Security</p> <p>Ministries of Public Service</p>	2 years
26		<p>7) Increasing women's income through equal pay, share of workforce and employment policies</p>	<ul style="list-style-type: none"> - women and men's yearly income - Increasing transparency in announcing vacancies and choice of applicants - Increase in rate of inequality in wages and removing discriminatory provisions in salaries and allowances - Decisions on minimum wages and protection of wages - Improving women labor force ratio 	<p>Ministries of Labour and Social Security</p> <p>SESRIC</p>	2 years

27		8) Creating initiatives to promote women's access to public sector employment on equal footing with men.	<ul style="list-style-type: none"> - number of women who work in public services - Increase in the ratio of nurseries in workplaces - Ratio of jobs available to women in the public sector compared to men 	Ministries of Public Service	2 years
28		9) Adopting family friendly policies aimed at reconciliation between professional and family life, in particular, affordable and quality care services for children, elderly and other dependents.	<ul style="list-style-type: none"> - number of care centres for child, elderly, disabled people - Ratio of support services for mothers - Ratio of nurseries - Ratio of women financially able to use these services 	Ministries of Family and Social Policies Ministries of Education	2 years
29		10) Ensuring an enabling working environment suited to women in terms of transport, safety and non-discrimination in the workplace.	<ul style="list-style-type: none"> - number of complaints about sexual harassment in the workplace and mobbing - Increase in the provision of appropriate means of transport for women - Ratio of the laws governing the employment relationship between both genders in the work environment - Ratio of suitable infrastructure 	- all relevant institutions	2 years

30	<p>(11)</p> <p>Increasing women's capacities and financial planning skills by providing access to capacity building, training, access to financial planning advice, improving understanding of personal banking, retirement, student loans and repayment policies and providing opportunities for microcredit finance and other financial services.</p>	<ul style="list-style-type: none"> - number of women who receive loans - number of women who has a bank account - Rise in ratio of services programs offered by civil society organizations - Rise in ratio of support for small and medium enterprises - Rise in number of awareness and enlightenment programs - Ratio of courses on savings and achieving the concept of material sufficiency - Ratio of women who save an amount of the monthly allocations 	<p>- Ministries of Education</p> <p>-Ministries of Labour and Social Security</p> <p>-local administration</p>	2 years
31	<p>12) Developing gender-focused research to enable more effective gender plans aimed at strengthening the role of women in the economy.</p>	<ul style="list-style-type: none"> - number of gender-focused research - Rise in number of annual research - Rising effect of research on programs / services provided - Ratio of studies addressing the economic status of women - Ratio of plans derived from these studies 	<p>-all relevant institutions</p>	2 years

32	<p>(e) Social protection: improving and ensuring womens' social needs, safety and well-being.</p>	<p>1) Changing established mentalities at all levels of society whenever women are deprived from equality of status and treatment.</p>	<ul style="list-style-type: none"> - number of awareness raising trainings and programs - Rising income rate - Establishment of units with the participation of the clergy and school and university students in the field of combating violence against women - Number of media programs that enlighten society on women's rights - Number of awareness seminars and programs on spreading the culture of integration and equal opportunity 	<p>-all relevant institutions</p>	<p>2 years</p>
33		<p>2) Enhance national policy coherence in addressing inequality and discrimination against women and girls.</p>	<ul style="list-style-type: none"> - policies implemented for promoting gender equality - Laws adopted to reduce gender inequality - Number of violations of regulations and actions taken to protect women from abuse 	<p>All relevant institutions</p>	<p>2 years</p>

34	3) Engage with civil society organizations carrying out activities in defense of women's advancement.	<ul style="list-style-type: none"> - cooperation activities with NGOs - Rise in number of services / programs provided by the civil society organizations - Rising rate of grass-roots involvement in these programs - Rising rate of awareness and educational programs. - Number of community partnerships concluded on the subject of women's support, - Ratio of programs offered in collaboration with civil society organizations on women's issues 	All relevant institutions	2 years
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35		<p>4) Providing care and support for women, widows, the divorced, the abandoned, people with disabilities and/or elderly women.</p>	<ul style="list-style-type: none"> - programs implemented for support for women - Rise in number of women and widows covered by social protection programs - Rise in number of social security programs for women and widows, and fragile and vulnerable groups - Ratio of programs offered to improve the economic and social situation of these segments - Ratio of guidance programs offered - Ratio of financial allocations to support these groups - Ratio of guidance specialists in the field of women's empowerment - Ratio of legislation supporting the quality of women's lives - Ratio of beneficiaries of the opportunities available to lead a dignified life - Ratio of those able to have autonomy in running their lives out of the total targets 	All relevant institutions	2 years
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36	5) Providing additional support for low-income families, in particular single women head of household in accordance with national social policies.	<ul style="list-style-type: none"> - programs implemented for low-income families - Rise in enrollment rate of children to good quality education - Rise in providing employment opportunities to the children of families headed by a woman - Promoting women employment policies and allow them to take the functions appropriate to their qualifications and capabilities - Ratio of financial allocations for the integration of women's needs in the annual budgets, - Ration of programs provided for women heads of household - Ratio of active legislation to support quality of women's lives. 	All relevant institutions	2 years
37	6) Improve the coordination and provision of government services to women, particularly in rural areas, including access to health, education, economic opportunities and legal assistance.	<ul style="list-style-type: none"> - number of health services for women - number of women's labour force participation - Rise in the governmental services provided inside and outside cities 	<ul style="list-style-type: none"> -Ministries of Health -Ministries of Labour and Social Security 	2 years

38	7) Adopt appropriate measures to consolidate the foundations of the family unit and its role in enhancing mutual respect among male and female members, in order to promote the culture of non-discrimination.	<ul style="list-style-type: none"> - Number of training courses and awareness activities - Increase in programs / initiatives implemented to promote family cohesion - Increasing the ratio of programs / initiatives implemented to enhance communication and bridge the gap between generations - Increasing the ratio of curricula that promote a non-discrimination culture - Ratio of family culture and guidance programs - Ratio of impact of awareness programs on women's rights, - Ratio of programs that enhance the values of family stability 	All relevant institutions	2 years
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<p>39</p>	<p>(f) Protection of Women from Violence: Combating any form of gender based violence and other harmful traditional practices against women and girls.</p>	<p>1) Engage with relevant stakeholders at national, regional and international levels with a view to develop cooperative paths for promoting women's rights and protection.</p>	<ul style="list-style-type: none"> - Training initiatives for professionals - activities for sharing best practises and experiences - Ratio of development in the policies supporting women's rights - Rise in awareness and education programs - Ratio of agreements and partnerships at the national and international levels - Ratio of programs in cooperation with the concerned authorities 	<ul style="list-style-type: none"> -Ministries of Family and Social Policies -Ministries of Interior -Ministries of Justice -Other relevant institutions -NGOs 	<p>2 years</p>
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40	<p>2) Encourage the adoption of national measures, strategies and legislation to prevent domestic violence and reduce crime against women.</p>	<ul style="list-style-type: none"> - legal arrangements - preparation of National Action Plans - Rise in development ratio of laws supporting protection of women from all forms of violence - Increased support for civil society organizations to achieve their goals in the protection of women - Strategies adopted by Member States in the fight against domestic violence and benefiting from the experiences of those countries - Period of redress procedures (security agencies, courts) - Ratio of programs on strengthening the legal culture of women of their rights - Ratio of interaction hotlines for reporting - Ratio of communications and complaints received by the competent authorities in cases of violence - Period of deciding on cases of violence - System of protection from abuse - Number of centres to receive communications - Number of social protection units - Existence of a national strategy to prevent and respond to domestic violence 	<p>-Ministries of Family and Social Policies</p> <p>- Relevant Institutions</p>	2 years
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41	<p>3) Preventing child and forced marriage through all possible means (OIC resolutions)</p>	<ul style="list-style-type: none"> - legal arrangements - awareness rising activities - enrolment ratios for boys and girls - Training initiatives for professionals - Increasing programs / initiatives implemented for education and enlightenment - Increasing ratio of authorities and mechanisms and enhance their competencies in protecting women from forced marriage and underage marriage - Number of studies and research on the attitudes, behaviors, and practices related to forced underage marriage - Ratio of cases of forced marriages - Ratio of educational and awareness programs for community groups. 	<p>-Ministries of Family and Social Policies -Ministries of Interior -Ministries of Justice -Other relevant institutions</p>	2 years
42	<p>4) Combating gender-based violence in all its manifestations, including domestic violence, human trafficking, fighting harmful traditional practices and violence against displaced women.</p>	<ul style="list-style-type: none"> - legal arrangements - awareness rising activities - Training initiatives for professionals - Increasing programs / initiatives implemented for education and enlightenment - Presence of updated statistics - Ratio of guidance programs in the area of family and the fight against violence - Ratio of consolidation of social culture about social gender. 	<p>-Ministries of Family and Social Policies -Ministries of Interior -Ministries of Justice -Other relevant institutions</p>	2 years

43	<p>5) Enhancing institutional capacities of governmental institutions and civil society organizations to prevent violence against women at the local and national level.</p>	<ul style="list-style-type: none"> - Number of shelters - capacity of national machinery for gender equality - Increasing the ratio of programs implemented to strengthen the institutional structure of government agencies for protection of women - Increasing the training programs implemented to build the capacity of workers in the field of protection and rehabilitation - Increasing the facilities that provide necessary protection to women - Degree of harmonization between the laws and international conventions in accordance with Islamic law - Ratio of preparing qualified staff - Ratio of material support for organizations fighting violence against women - Quality of the institutional work and benefiting from international expertise - Satisfaction of the beneficiary from the services offered - Number of training programs for workers in the field of protection. 	<ul style="list-style-type: none"> -Ministries of Family and Social Policies -Ministries of Interior -Ministries of Justice -Other relevant institutions 	2 years
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44		<p>6) Contribute to the eradication of all harmful practices, in particular female genital mutilation through strong political support and involvement of religious and community leaders.</p>		<p>-Ministries of Family and Social Policies -Ministries of Interior -Ministries of Justice -Other relevant institutions</p>	
45	<p>(g) Women in crisis situations: Ensuring women's protection and access to humanitarian assistance during armed conflicts, natural and man-made disasters, foreign occupation, forced displacement and other vulnerable situations, particularly, rural women. OIC Member States will also promote the role of women in conflict resolution, peace and security.</p>	<p>1) Engage with women's civil society organizations to reach out grass roots level women in view to promote their effective empowerment to ensure access to their basic human rights.</p>	<ul style="list-style-type: none"> - Increasing rate of organizations operating outside cities - Increase in ratio of capacity building of civil society organizations - Adopting effective mechanisms to promote the participation of women in this area. 	<p>-Ministries of Family and Social Policies -Local authorities -NGOs</p>	2 years
46		<p>2) Enhancing institutional capacities of governmental institutions and civil society organizations to prevent violence against women at the local, national and regional level.</p>	<ul style="list-style-type: none"> - number of shelters - capacity of shelters - Secure media and social support for those bodies - Number of female police employees trained in international law, human rights and the protection of civilians. 	<p>-Ministries of Family and Social Policies -Local authorities -NGOs</p>	2 years
47		<p>3) Provide protection and relief to all women and children in times of crisis.</p>	<ul style="list-style-type: none"> - programs for protection of women and children in times of crisis 	<p>Disaster & Emergency Management Authority Ministries of Family and Social Policies</p>	2 years

48		<p>4) Ensure gender based response to women and girl refugees, migrants, displaced, IDPs including those under foreign occupation facilitating access to food, shelter, education, healthcare in zones and times of conflict.</p>	<ul style="list-style-type: none"> - programs for protection of women and children in times of crisis - Increase the number of materiel of protection personnel - Ensure that women and children have access to national and international relief and assistance programs - Application of the objectives of Security Council resolution 1325 on the protection of women in conflict zones 	<p>Disaster & Emergency Management Authority</p> <p>Ministries of Family and Social Policies</p>	2 years
49		<p>5) Secure the safety of refugees, migrants, displaced, IDPs, including those under foreign occupation in reaching humanitarian safe zones.</p>	<ul style="list-style-type: none"> - number of facilities for refugees, migrants, displaced 	<p>Disaster and Emergency Management Authorities</p>	2 years
50		<p>6) Facilitate and create conditions conducive to women's full participation (through national entities, civil society and/or community-based organizations) into humanitarian action, disaster risk management and transition to early recovery.</p>	<ul style="list-style-type: none"> - Increasing development of policies and legislations to provide a supportive environment for civil work, - Increasing availability of capacity and competence building programs to engage in civil work - Increasing protection for convoys operating in women and development field 	<p>-Ministries of Family and Social Policies</p> <p>-Local authorities</p> <p>-NGOs</p>	
51		<p>7) Women's participation in the definition of humanitarian response to natural and man-made disasters and crises (assessment, analysis, planning and implementation.)</p>	<ul style="list-style-type: none"> - Increasing the development ratio of relevant policies and legislation - Increasing the participation rates of women in the programs / initiatives related mobilizing support - Increasing the rate of women's participation in capacity building program / initiatives 	<p>-Ministries of Family and Social Policies</p> <p>-Local authorities</p> <p>-NGOs</p>	2 years

52		<p>8) Integrate sexual and gender based violence response, including child violence in all humanitarian policies and develop channels of communication to denounce these harmful practices and provide necessary assistance to victims.</p>	<p>- programs for protection of women and children in times of crisis</p>	<p>Disaster & Emergency Management Authority -Ministries of Family and Social Policies</p>	2 years
53		<p>9) Integrate women's participation in all aspects of peace processes, including negotiation, crisis management and ending the conflict. Facilitate understanding of UN Security Council resolution 1325 on Women, Peace and Security and promote its implementation</p>			
54		<p>10) Support the role of women and women's civil society organization in the promotion of peaceful and inclusive societies through reconciliation, interfaith and intercultural dialogue among parties to conflict.</p>			

